

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 1**

**SCHEDULE OF COMPENSATION**

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The following contains the schedule of compensation filed with the Revisor of Statutes by the Missouri Citizen's Commission on Compensation for Elected Officials as required by the Missouri State Constitution, Article XIII.

November 27, 2000

The Honorable Rebecca McDowell Cook  
Secretary of State  
600 West Main  
Jefferson City, Missouri 65102

Donald Prost  
Revisor of Statutes  
Committee on Legislative Research  
Room 117-A  
State Capitol  
Jefferson City, Missouri

Dear Secretary of State Cook and Mr. Prost:

Article XIII, Section 3 of the Missouri Constitution requires that the Missouri Citizen's Commission on Compensation for Elected Officials file a report before December 1. The Commission's report is attached and contains the schedule of compensation required.

Sincerely,

John Ebeling  
Chairman

# APPENDIX G SCHEDULE OF COMPENSATION

## MISSOURI CITIZEN'S COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS COMPENSATION SCHEDULE

	FY 2001 Actual	4.5% Salary Adjustment	Base Adjustment	Base Leadership Differential	FY 2002 Compensation	FY 2002 Base	4.5% Salary Adjustment	Base Leadership Differential	FY 2003 Compensation
<u>Statewide elected officials</u>									
Governor	118,932	5,599	0	0	125,531	125,531	5,599	0	133,520
Li Governor	77,079	4,239	0	0	81,318	81,318	4,239	0	85,750
Secretary of State	96,350	5,259	0	0	101,649	101,649	5,259	0	107,240
Attorney General	104,227	5,732	0	0	109,959	109,959	5,732	0	116,207
Treasurer	96,350	5,259	0	0	101,649	101,649	5,259	0	107,240
Auditor	96,350	5,259	0	0	101,649	101,649	5,259	0	107,240
<u>General Assembly</u>									
Senator	31,246	1,719	0	0	32,965	32,965	1,719	0	34,778
Representative	31,246	1,719	0	0	32,965	32,965	1,719	0	34,778
Speaker of the House	31,246	1,719	0	2,500	35,465	35,465	1,719	3,000	37,778
President Pro Tem of the Senate	31,246	1,719	0	2,500	35,465	35,465	1,719	3,000	37,778
Speaker Pro Tem of the House	31,246	1,719	0	1,500	34,465	34,465	1,719	2,000	36,778
Majority Floor Leader of the Senate	31,246	1,719	0	1,500	34,465	34,465	1,719	2,000	36,778
Minority Floor Leader of the House	31,246	1,719	0	1,500	34,465	34,465	1,719	2,000	36,778
Minority Floor Leader of the Senate	31,246	1,719	0	1,500	34,465	34,465	1,719	2,000	36,778
Minority Floor Leader of the House	31,246	1,719	0	1,500	34,465	34,465	1,719	2,000	36,778
Per diem is to be added at 50 percent of the normal per diem in Jefferson City									
<u>Judiciary</u>									
Supreme Court - Chief Justice	123,000	6,765	0	2,500	132,265	132,265	7,137	2,500	139,422
Supreme Court	123,000	6,765	0	0	129,765	129,765	7,137	0	136,902
Court of Appeals Judge	115,000	6,325	0	0	121,325	121,325	6,073	0	127,913
Circuit Court Judge	108,000	5,940	0	0	113,940	113,940	6,207	0	120,207
Associate Circuit Court Judge	96,000	5,260	1,000	0	102,260	102,260	5,025	0	107,905

Per diem for all positions is to be added to the prevailing State of Missouri - Office of Administration rate.



Report of the  
Missouri Citizens' Commission  
on Compensation  
for Elected Officials

November 2002

APPENDIX G  
SCHEDULE OF COMPENSATION



Missouri Citizens' Commission on Compensation for Elected Officials

November 27, 2002

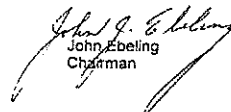
The Honorable Matt Blunt  
Secretary of State  
600 West Main  
Jefferson City, Missouri 65102

Patricia L. Buxton  
Revisor of Statutes  
Committee on Legislative Research  
Room 117-A  
State Capitol  
Jefferson City, Missouri

Dear Secretary of State Blunt and Ms. Buxton:

Article XIII, Section 3 of the Missouri Constitution requires that the Missouri Citizen's Commission on Compensation for Elected Officials file a report before December 1. The Commission's report is attached and contains the schedule of compensation required.

Sincerely,

  
John Ebeling  
Chairman

## APPENDIX G

### SCHEDULE OF COMPENSATION

G - 5

#### EXECUTIVE SUMMARY OF RECOMMENDATIONS

##### Statewide elected officials and General Assembly

- 5.8 percent increase for both Fiscal Year 2004 and Fiscal Year 2005 using the pay plan model developed for the rest of state government employees by the state's Personnel Advisory Board and the Missouri Commission on Total Compensation.
  - > 3.8 percent for a general structure adjustment.
  - > 2.0 percent equivalent to one within grade step.
- The Commission believes that statewide elected officials and the General Assembly should be granted the same salary increases as other state employees receive. The Commission urges the Governor and General Assembly to provide a salary increase in Fiscal Year 2004 and Fiscal Year 2005 for state employees. In addition, the Commission urges the Governor and the General Assembly to provide funding to deal with increased health care costs so that state employees do not suffer net pay decreases in the future.
- The Commission's compensation schedule is not intended to be added on top of any other general, uniform increase given to other state employees. Nor does the Commission intend that any general, uniform increase be added on top of the compensation schedule.

##### Judiciary

- \$6,000 base increase each year for all levels of the judiciary.

##### Future of the Commission

- The members recommend that if the General Assembly does not fund in whole, or in part, the recommendations of the Commission that a constitutional amendment should be submitted to the voters in August 2004 to either:
  - a. Change the structure of the Commission so that the recommendations are binding upon the General Assembly and stand appropriated, or
  - b. Abolish the Commission.
- The recommendations of the Commission were ignored and criticized in 1996, 1998, and 2000. Members of the Commission recognize that this year's recommendations may receive the same fate. If that is the case then it is clear that the current constitutional provisions are not working and will not work.
- When government tries an activity that does not work it should be changed or eliminated. Continuation of the Commission and the reaction to its recommendations only serve to bring state government into disrepute with Missourians. It is unfair to our citizens and the members of the Commission who take time out of their lives to serve the state to continue this process as currently constituted.

## APPENDIX G SCHEDULE OF COMPENSATION

### MISSOURI CITIZEN'S COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS

#### MEETINGS

The Missouri Citizen's Commission on Compensation for Elected Officials was organized under the provisions of Article XIII Section 3 of the Constitution of Missouri. The Commission met to complete the second phase of its four-year term. The Commission includes the following members at the time of this report.

<u>Name</u>	<u>City</u>	<u>Appointed by</u>
John Ebeling, Chair	Manchester	Governor
Margaret J. May, Vice-Chair	Kansas City	Governor
Larry Barnhart	Long Lane	Secretary of State – random selection for 4 <sup>th</sup> Congressional district
Laura Brenton	Independence	Secretary of State – random selection for 5 <sup>th</sup> Congressional district
John Michael Bruno	St. Louis	Secretary of State – random selection for 3 <sup>rd</sup> Congressional district
Maureen Buscher	Warrenton	Governor
Philip Caltagirone	Fenton	Secretary of State – random selection for 1 <sup>st</sup> Congressional district
Terry Cross	Hollister	Secretary of State – random selection for 7 <sup>th</sup> Congressional district
J Joseph Dahlem	St. Louis	Secretary of State – random selection for 2 <sup>nd</sup> Congressional district
Kevin Dailey	Mercer	Secretary of State – random selection for 6 <sup>th</sup> Congressional district
Jean Dudgeon	Kirksville	Governor
Sue Grigsby	West Plains	Secretary of State – random selection for 8 <sup>th</sup> Congressional district
Barry Guier	Sweet Springs	Governor
James Hill	Ellington	Governor
Yetta Kilgore	St. Louis	Governor
Phyllis Woolen Markus	St. Louis	Governor
Robert Mueller	St. Louis	Governor
James A. Pudlowski	St. Louis	Supreme Court en banc
Phillip Ryan	Hannibal	Secretary of State – random selection for 9 <sup>th</sup> Congressional district
Rhonda Stafford	Cassville	Governor

## APPENDIX G

### SCHEDULE OF COMPENSATION

G - 7

The Commission held a total of four public hearings and a final meeting to complete its recommendations. The meetings helped the Commission understand its mandate and fulfill its mission to create a schedule of compensation in accordance with the state's constitution. The meetings included:

#### October 3, 2002 – Kansas City – Organizational meeting and public hearing

During the organizational meeting the Commission discussed the outcome of its recommendations from two years ago. The Commission discussed the budget shortfalls the state has experienced. In addition, some preliminary discussion took place on the effect on salaries of health care cost increases faced by state employees over the same time period. The Commission also heard an update on the work on salaries and benefits by the state's Personnel Advisory Board and the Missouri Commission on Total Compensation appointed by Governor Holden. The Commission discussed the ground rules for presentation at the public hearings.

At the public hearing the Commission heard testimony from an Associate Circuit Court Judge about the work load carried by associate circuit court judges throughout the state. He explained how he is assigned cases outside of his county and how this happens throughout the state for judges in the system. Given the workload, the Commission asked about changing to a one tier trial court system by converting associate circuit court judges to circuit court judges. The Commission heard testimony about the role of each level of the judiciary. It was noted that the gap between the various judicial levels had grown over the years due to percentage increases in salaries being adopted by the legislature. He brought to the Commission a plan to close the gap. Appellate judges would be paid 95%, circuit judges 90%, and associate circuit judges 90% less \$5,000 of Supreme Court judge salaries.

#### October 17, 2002 – Cape Girardeau – Public hearing

The Commission heard public testimony from several associate circuit court judges and a retired judge. The Commission heard testimony about the importance of having a well qualified judiciary. The Commission heard testimony about how the two tier trial court system was adopted. In areas of the state where judges have to run for election, the disparity between associate circuit judges who must run for election every four years was compared to circuit court judges who have to run every six years instead. The Commission heard testimony about the importance of the associate circuit court judges to the trial court system. Given the workload the Commission asked about changing to a one tier trial court system by converting associate circuit court judges to circuit court judges. In addition, the system of assigning judges both within and outside their home counties was explored at length. Testimony also highlighted the fact that circuit judges have court reporters compared to associate circuit court judges who receive only recording equipment. The Commission heard about how percentage pay increases have widened the pay differential between the various levels of the judiciary. According to testimony, the widening disparity in salaries creates significant animosity and frustration among the judges given the similarity in the associate circuit and circuit court workloads. The disparity in salaries then carries over to retirement benefits that are based on salaries thus furthering the frustration. A plan to close the gap was proposed. The plan would establish the Supreme Court salaries. Appellate judges would be paid \$5,000 less, circuit court judges \$10,000 less, and associate circuit court judges \$15,000 less than the Supreme Court judges.

#### October 24, 2002 – Springfield – Public hearing

The Commission heard testimony from an associate circuit court judge. The Commission heard testimony about the importance of the associate circuit court judges to the trial court system. In addition, the system of assigning judges both within and outside their home counties was explored. The Commission heard about how percentage pay increases had widened the pay differential between the various levels of the judiciary. The current salaries do not reflect the proper value of the workload of the associate circuit court judges. The disparity in salaries then carries over to retirement benefits that are based on salaries thus furthering the frustration. Given the workload the possibility of changing to a one tier trial court system by converting associate circuit court judges to circuit court judges was discussed. A plan to close the salary gap was proposed. The plan would establish the Supreme Court salaries. Appellate judges would be paid \$5,000 less, circuit court judges \$10,000 less, and associate circuit court judges \$15,000 less than the Supreme

## APPENDIX G

### SCHEDULE OF COMPENSATION

Court judges. The impact on salaries of the substantial increases in employee health care premiums was explained. Those cost increases have resulted in net pay reductions for judges and other state employees.

#### November 7, 2002 – St. Louis – Public hearing

The Commission heard public testimony from members of the public, a Supreme Court judge, an ex-Appeals Court judge, other state judges, and a state senator. A witness, who was a state employee, suggested that members of the legislature should not receive a pay increase because they have failed to adequately address the problems of the state in many areas – state employee salaries and the effect of large health care cost increases, workload increases, turnover, and the budget cuts on those less fortunate and on higher education.

The Commission heard testimony about the importance of having a well qualified judiciary. Testimony was presented that law school graduates are being hired by large law firms at starting salaries of between \$70,000 and \$90,000 per year. According to the Missouri Bar economic survey, the average net income of lawyers in Missouri is \$145,000 – or \$22,000 more than is paid to Supreme Court justices. It was pointed out that the Missouri bar discounts its rates for dues and continuing education credits to judges because of the substantial differential between public and private salaries. While judges expect that their public service will be rewarded at a lower salary, the difference is becoming too great a sacrifice. This results in economic factors forcing judges to leave the system. Of as great importance is the fact that highly qualified lawyers do not consider becoming judges because of the great disparity in pay between judicial and private sector salaries.

The Commission heard extensive testimony about the workload of the associate circuit court judges and the circuit court judges. The importance of the associate circuit court judges to the trial court system was highlighted. The possibility of changing to a one tier trial court system by converting associate circuit court judges to circuit court judges was discussed. In addition, the system of assigning judges both within and outside their home counties was explored at length.

The Commission heard about how percentage pay increases had widened the pay differential between the various levels of the judiciary. The widening disparity in salaries creates significant animosity and frustration among the judges according to testimony about the similarity in the associate circuit and circuit court workloads. The disparity in salaries then carries over to retirement benefits that are based on salaries thus furthering the frustration. A plan to close the gap was proposed. The plan would establish the Supreme Court salaries. Appellate judges would be paid \$5,000 less, circuit court judges \$10,000 less, and associate circuit court judges \$15,000 less than the Supreme Court judges. In addition, the Commission heard testimony that encouraged it to recommend salary increases to catch up for the two lost years where no pay plan was provided for judges.

Sen. Goode suggested that the Commission recommend no pay raise for elected officials, the judiciary, or the legislature because of the severe budget situation facing the state. In addition, he argued that there are always more than sufficient high quality candidates seeking judgeships when they become available. He also questioned whether the workload of rural county associate circuit court judges justified higher salaries. Several judges testified that because of the growing complexity of cases, the increasing workload, and the system of assigning judges outside their jurisdictions that the workload justified higher salaries.

#### November 15, 2000 – Jefferson City – Final compensation schedule established

The Commission met to finalize the compensation schedule that would be delivered in accordance with Article XIII Section 3 of the Missouri Constitution.



## APPENDIX G

### SCHEDULE OF COMPENSATION

G - 9

#### Compensation Schedule

##### Per Diem Expense Allowances:

Legislation was passed several years ago that provides that the General Assembly receive a rate not to exceed 80 percent of the federal per diem for Jefferson City. That rate is adjusted annually. The Commission believes that this rate is appropriate. The Commission's compensation schedule provides that the rate continue to be set at 80 percent of the federal per diem for Jefferson City.

The Commission did not receive any testimony about the per diem mandated by Section 476.380 RSMo for attendance at the annual Judicial Conference. During the 1999 legislative session a bill was passed that requires the state to pay a judge's actual and necessary expenses. Barring any testimony, the Commission's compensation schedule maintains the current practice.

##### Mileage Allowances:

The state mileage allowance is set at three cents less than the federal rate. Currently, the state rate is 33.5 cents per mile and is adjusted annually. The Commission's compensation schedule maintains the three cent differential.

##### Salary Rates:

The Commission must establish a schedule of salaries for the statewide elected officials, the General Assembly, and various levels of the Judiciary - from an Associate Circuit Court Judge to a Supreme Court Judge. In doing so, we are mindful of the fact that the adjustments to any of the salaries covered by the Commission have a cost to Missouri taxpayers. However, the full cost of the salaries paid to the positions covered by the Commission is very small in terms of the state budget - just six-tenths of one percent of the general revenue budget in Fiscal Year 2003. The Commission also acknowledges that the individuals holding these positions are given the responsibility to lead our state government and make decisions affecting all Missourians. These positions lead our state in providing for education, public safety, health care, and many other critical functions for Missourians. The Commission also believes that appropriate salaries are necessary to recruit a diverse, cross section of Missouri's citizens to fill these challenging jobs. Accordingly, in setting a schedule of salaries for these positions for Fiscal Years 2004 and 2005 the Commission has striven to achieve a middle ground that is evenhanded in its treatment of individuals holding these positions while best serving the requirements of and maximizing the benefits to the Missouri citizenry.

##### General Salary Adjustment

The Commission recognizes that there are other entities making pay increase recommendations for state employees to the Governor and General Assembly. The Personnel Advisory Board and the Missouri Commission on Total Compensation have worked cooperatively in past years to develop a consistent approach to pay increases across all state agencies for all state employees. The Commission recognizes that this effort had been quite successful in addressing compensation issues until the budget problems of the past two years prevented salary increases for Fiscal Year 2002 and Fiscal Year 2003. The Commission reviewed the pay increase recommendations for Fiscal Year 2004 made by the Personnel Advisory Board and the Missouri Commission on Total Compensation. The general recommendations applicable to all state employees include:

- 3.8 percent for a general structure adjustment. This adjustment reflects an average of several indexes used by the state to estimate inflation, the cost of living, and what other employers expect in terms of wage increases.
- One or two within grade steps to adjust salaries to the marketplace. This adjustment is recommended by the Personnel Advisory Board and the Missouri Commission on Total Compensation as a means of gradually bringing state employees up to the market rate paid by other employers. Each step averages about two percent for state employees.

## APPENDIX G

### SCHEDULE OF COMPENSATION

The Commission, after careful consideration, approved a compensation schedule that provides for a 5.8 percent increase for both Fiscal Year 2004 and Fiscal Year 2005 for statewide elected officials and the General Assembly – 3.8 percent for a general structure adjustment and 2.0 percent equivalent to one within grade step. The Commission's compensation schedule is not intended to be added on top of any other general, uniform increase given to other state employees. Nor does the Commission intend that any general, uniform increase be added on top of the compensation schedule.

#### Health Care Costs

A number of witnesses told the Commission about the substantial increases in the cost of health care on state employees over the past several years. With multi-year increases in health care ranging well into the double-digits at the same time that salaries have been frozen, state employees, and the groups covered by our review, have in reality suffered net pay cuts. The Missouri Commission on Total Compensation also has reviewed this issue and recommends full funding of budget requests for any increase in health care costs in Fiscal Year 2004. The Citizens' Commission on Compensation for Elected Officials is quite concerned that health care cost increases undermine any salary adjustments it recommends and supports full funding of those increases as well.

#### Judicial Salaries

The Commission must set the salaries for the various levels of the Judiciary - from an Associate Circuit Court Judge to a Supreme Court Judge. The Commission heard testimony about the fact that the judicial system competes in the marketplace for talented judges. We learned that law firms in Missouri are hiring top young lawyers right out of law school at salaries between \$70,000 and \$90,000. The testimony provided to the Commission emphasized that judges expect lower salaries for public service. However, the Commission heard in its public hearings that the degree of disparity is a major consideration for a person considering a decision to become a judge. The testimony indicated that the difference between the salary that a lawyer can make in private practice and a judge's salary cannot be too great without affecting the quality of those seeking judgeships. The Commission believes that it is essential that high quality individuals with experience be recruited to be judges. Otherwise, the quality of justice for Missourians will suffer.

The Missouri citizenry must have a judicial system of which they can be proud. Justice is best served with a judiciary with the ability to know the law, analyze the law, and apply it fairly and consistently. Judges set the tone for a model of excellence among the practicing bar. High judicial standards raise the level of the entire legal system as lawyers practicing before the bar perform at a high level. Thus, the entire system of justice, clients, and citizens harvest the benefits. Judges must possess compassion, understanding, and the common sense necessary to provide a sound judicial decision. To recruit and retain such persons requires fair compensation.

The Commission recognizes the importance of the Judiciary and recommends a \$6,000 increase in the base salary for both Fiscal Year 2004 and Fiscal Year 2005.

#### Supreme Court

The Commission also recognizes the additional service to Missouri provided by the Chief Justice of the Supreme Court. The Commission's compensation schedule provides an additional \$2,500 in compensation for both Fiscal Year 2004 and Fiscal Year 2005 as is current practice.

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 11**

**General Assembly**

The Commission recognizes that the duties of a legislator are difficult, time consuming, and far outweigh the length of service generally associated with being in session. Legislators make a substantial commitment to address constituent's needs at all hours of the day and over the course of the entire year. We also recognize that these duties vary considerably amongst legislators with periodic peaks and valleys.

For Fiscal Year 2004 and Fiscal Year 2005, the Commission's compensation schedule provides for a continuation of the additional compensation given the seven traditional leadership positions in the legislature (Speaker of the House, President Pro Tem of the Senate, Speaker Pro Tem of the House, Majority Floor Leader of the House, Majority Floor Leader of the Senate, Minority Floor Leader of the House, and Minority Floor Leader of the Senate).

## APPENDIX G

### SCHEDULE OF COMPENSATION

#### The Future of the Commission

The members of the Commission worked very hard this year and in 2000 to meet the obligations established in the state constitution and entrusted to us by Missouri's voters. When a member accepts an appointment, whether it is from the Secretary of State, the Supreme Court, or the Governor, a commitment is established to spend the time necessary to participate in the process and deliver thoughtful, sensible recommendations. For two years members take time from their own jobs and personal lives to travel across the state to attend public hearings and other meetings of the Commission. Members review data, information, and testimony gathered at the public hearings. Members direct the Office of Administration to conduct research into salary and benefit issues. Due to the volunteer efforts of the members all of this takes place and a report is delivered for about \$20,000.

The current Commission delivered what it considers to be reasonable and appropriate recommendations this year and in 2000. The recommendations of the Commission were ignored and criticized in 1996, 1998, and 2000. Members of the Commission recognize that this year's recommendations may receive the same fate. If that is the case then it is clear that the current constitutional provisions are not working and will not work. The Commission recommends that the General Assembly either:

- a. Change the structure of the Commission so that the recommendations are binding upon the General Assembly and stand appropriated, or
- c. Abolish the Commission.

Members of the Commission do not believe that in 1994 Missouri's voters approved creation of the Citizen's Commission on Compensation on Elected Officials expecting that it would fail to achieve its purposes. Nor do the members believe that the voters expect the political wrangling over the Commission's recommendations to permanently prevent statewide elected officials, and members of the Judiciary and General Assembly from ever receiving any salary increase. However, the existence of the Commission and its recommendations have been used to foment antipathy for salary increases. The members of the Commission believe that some method of providing regular salary increases for statewide elected officials, the Judiciary, and the General Assembly is necessary to ensure that a diverse, high-quality group of individuals is willing to take these important jobs. Decisions by the individuals holding these positions affect every Missourian.

We believe that the voters should be given the opportunity to make changes to, or abolish, the Commission at the general election in August 2004. If the Commission is not abolished until November 2004 the Secretary of State, Governor, and the Supreme Court will have to start the process again in two years to enable the Commission to complete its public hearings and submit its recommendations by December 1 in accordance with the current constitutional provisions.

When government tries an activity that does not work it should be eliminated. Continuation of the Commission and the reaction to its recommendations only serve to bring state government into disrepute with Missourians. It is unfair to our citizens and the members of the Commission who take time out of their lives to serve the state to continue this process.

# **APPENDIX G SCHEDULE OF COMPENSATION**

**G - 13**

## **MISSOURI CITIZENS' COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS COMPENSATION SCHEDULE**

<u>Official</u>	<u>Current Salary</u>	<u>Recommended Change FY 2004</u>	<u>Leadership Differential</u>	<u>New Salary FY 2004</u>	<u>Recommended Change FY 2005</u>	<u>Leadership Differential</u>	<u>New Salary FY 2005</u>
<u>Statewide Elected Officials</u>							
Governor	120,087	6,985	0	127,052	7,369	0	134,421
Lt. Governor	77,184	4,477	0	81,661	4,736	0	86,397
Secretary of State	96,455	5,594	0	102,049	5,919	0	107,968
State Auditor	96,455	5,594	0	102,049	5,919	0	107,968
State Treasurer	96,455	5,594	0	102,049	5,919	0	107,968
Attorney General	104,332	6,051	0	110,383	6,402	0	116,785
<u>Judiciary</u>							
Supreme Court - Chief Justice	123,000	6,000	2,500	131,500	6,000	2,500	140,000
Supreme Court Justice	123,000	6,000	0	129,000	6,000	0	135,000
Court of Appeals Judge	115,000	6,000	0	121,000	6,000	0	127,000
Circuit Court Judge	108,000	6,000	0	114,000	6,000	0	120,000
Associate Circuit Court Judge	96,000	6,000	0	102,000	6,000	0	108,000
<u>General Assembly**</u>							
Senator	31,351	1,818	0	33,169	1,924	0	35,093
Representative	31,351	1,818	0	33,169	1,924	0	35,093
Speaker of the House	31,351	1,818	2,500	35,669	1,924	2,500	40,093
President Pro Tem of the Senate	31,351	1,818	2,500	35,669	1,924	2,500	40,093
Majority floor leader of the House	31,351	1,818	1,500	34,669	1,924	1,500	38,093
Minority floor leader of the Senate	31,351	1,818	1,500	34,669	1,924	1,500	38,093
Minority floor leader of the House	31,351	1,818	1,500	34,669	1,924	1,500	38,093
Minority floor leader of the Senate	31,351	1,818	1,500	34,669	1,924	1,500	38,093

\* Mileage for all positions is to be indexed to the prevailing State of Missouri - Office of Administration rate

\*\* Per diem is to be indexed at 80 percent of the federal per diem in Jefferson City

## APPENDIX G

### SCHEDULE OF COMPENSATION

#### MISSOURI STATE CONSTITUTION – PUBLIC EMPLOYEES ARTICLE XIII, SECTION 3

- 1 Other provisions of this constitution to the contrary notwithstanding, in order to ensure that the power to control the rate of compensation of elected officials of this state is retained and exercised by the tax paying citizens of the state, after the effective date of this section no elected state official, member of the general assembly, or judge, except municipal judges, shall receive compensation for the performance of their duties other than in the amount established for each office by the Missouri citizen's commission on compensation for elected officials established pursuant to the provisions of this section. The term "compensation" includes the salary rate established by law, mileage allowances, per diem expense allowances.
2. There is created a commission to be known as the "Missouri Citizen's Commission on Compensation for Elected Officials". The Commission shall be selected in the following manner:
  - (1) One member of the commission shall be selected at random by the secretary of state from each congressional district from among those registered voters eligible to vote at the time of selection. The secretary of state shall establish policies and procedures for conducting the selection at random. In making the selections, the secretary of state shall establish a selection system to ensure that no more than five of the members shall be from the same political party. The policies shall include, but not be limited to, the method of notifying persons selected and for providing for a new selection if any person declines appointment to the commission;
  - (2) One member shall be a retired judge appointed by the judges of the supreme court, en banc;
  - (3) Twelve members shall be appointed by the governor, by and with the advice and consent of the senate. Not more than six of the appointees shall be members of the same political party. Of the persons appointed by the governor, one shall be a person who has had experience in the field of personnel management, one shall be a person who is representative of organized labor, one shall be a person representing small business in this state, one shall be the chief executive officer of a business doing an average gross annual business in excess of one million dollars, one shall be a person representing the health care industry, one shall be a person representing agriculture, two shall be persons over the age of sixty years, four shall be citizens of a county of the third classification, two of such citizens selected from a county of the third classification shall be selected from north of the Missouri River and two shall be selected from south of the Missouri River. No two persons selected to represent a county of the third classification shall be from the same county nor shall such persons be appointed from any county represented by an appointment to the commission by the secretary of state pursuant to subdivision (1) of this subsection.
- 3 All members of the commission shall be residents and registered voters of the state of Missouri. Except as otherwise specifically provided in this section, no state official, no member of the general assembly, no active judge of any court, no employee of the state or any of its institutions, boards, commissions, agencies or other entities, no elected or appointed official or employee of any political subdivision of the state, and no lobbyist as defined by law shall serve as a member of the commission. No immediate family member of any person ineligible for service on the commission under the provisions of this subsection may serve on the commission. The phrase "immediate family" means the parents, spouse, siblings, children, or dependant relative of the person whether or not living in the same household.

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 15**

4. Members of the commission shall hold office for a term of four years. No person may be appointed to the commission more than once. No member of the commission may be removed from office during the term for which appointed except for incapacity, incompetence, neglect of duty, malfeasance in office, or for a disqualifying change of residence. Any action for removal shall be brought by the attorney general at the request of the governor and shall be heard in the circuit court for the county in which the accused commission member resides.
5. The first appointments to the commission shall be made not later than February 1, 1996, and not later than February first every four years thereafter. All appointments shall be filed with the secretary of state, who shall call the first meeting of the commission not later than March 1, 1996, and shall preside at the first meeting until the commission is organized. The members of the commission shall organize and elect a chairperson and such other officers as the commission finds necessary.
6. Upon a vacancy on the commission, a successor shall be selected and appointed to fill the unexpired term in the same manner as the original appointment was made. The appointment to fill a vacancy shall be made within thirty days of the date the position becomes vacant.
7. Members of the commission shall receive no compensation for their services but shall be reimbursed for their actual and necessary expenses incurred in the performance of their duties from appropriations made for that purpose.
8. The commission shall, beginning in 1996, and every two years thereafter, review and study the relationship of compensation to the duties of all elected state officials, all members of the general assembly, and all judges, except municipal judges, and shall fix the compensation for each respective position. The commission shall file its initial schedule of compensation with the secretary of state and the revisor of statutes no later than the first day of December, 1996, and by the first day of December each two years thereafter. The schedule of compensation shall become effective unless disapproved by concurrent resolution adopted by the general assembly before February 1 of the year following the filing of the schedule. Each schedule shall be published by the secretary of state as a part of the session laws of the general assembly and may also be published as a separate publication at the discretion of the secretary of state. The schedule shall also be published by the revisor of statutes as a part of the revised statutes of Missouri. The schedule shall, subject to appropriations, apply and represent the compensation for each affected person beginning on the first day of July following the filing of the schedule. In addition to any compensation established by the schedule, the general assembly may provide by appropriation for periodic uniform general cost-of-living increases or decreases for all employees of the state of Missouri and such cost-of-living increases or decreases may also be extended to those persons affected by the compensation schedule fixed by the commission. No cost-of-living increase or decrease granted to any person affected by the schedule shall exceed the uniform general increase or decrease provided for all other state employees by the general assembly.
9. Prior to the filing of any compensation schedule, the commission shall hold no less than four public hearings on such schedule, at different geographical locations within the state, within the four months immediately preceding the filing of the schedule. All meetings, actions, hearings, and business of the commission shall be open to the public, and all records of the commission shall be available for public inspection.
10. Until the first day of July next after the filing of the first schedule by the commission, compensation of the persons affected by this section shall be that in effect on the effective date of this amendment.
11. Schedules filed by the commission shall be subject to referendum upon petition of the voters of this state in the same manner and under the same conditions as a bill enacted by the general assembly.

*(Adopted November 8, 1994)*

APPENDIX G  
SCHEDULE OF COMPENSATION



RECEIVED

DEC 01 2006

COMMISSIONS DIVISION  
SECRETARY OF STATE'S OFFICE

Report of the  
Missouri Citizens' Commission  
on Compensation  
for Elected Officials

November 2006



APPENDIX G  
SCHEDULE OF COMPENSATION

G - 17



Missouri Citizens' Commission on Compensation for Elected Officials

November 30, 2006

The Honorable Robin Camahan  
Secretary of State  
600 West Main  
Jefferson City, Missouri 65102

Dear Secretary of State Camahan:

Article XIII, Section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file a report no later than December 1. The Commission's report is attached and contains the schedule of compensation required.

Sincerely,

A handwritten signature in black ink, appearing to read "Jack Pohrer", is written over a printed name and title.

Jack Pohrer  
Chairperson

APPENDIX G  
SCHEDULE OF COMPENSATION



Missouri Citizens' Commission on Compensation for Elected Officials

November 30, 2006

TO: The Honorable Secretary of State  
Robin Camahan  
600 West Main and 208 State Capitol  
P.O. Box 778  
Jefferson City, Missouri 65102

TO: Revisor of Statutes  
Patricia L. Buxton  
c/o Director of the Committee on Legislative Research  
117-A State Capitol  
Jefferson City, Missouri 65101

FROM: Jack Pohrer  
Chairman  
Missouri Citizens' Commission on Compensation for Elected  
Officials

Dear Madam Secretary:

Pursuant to Article XIII, Section 3 of the Constitution of the State of Missouri, I herewith submit and file with your office the report and compensation schedule of the Citizens' Commission on Compensation of Elected Officials. Please see attached the list of the members of the Commission.

We who have had the honor and privilege of serving on this Commission have assumed our duties and responsibilities and have, in the short time allowed for the work of the Commission, made every effort to propose a compensation plan that will address the difficult situation that has existed since 2000 and will address the concerns of those to whom we have a responsibility and an obligation.

Our first allegiance must be to our fellow citizens of Missouri, who have a right to expect a government that attracts the finest public servants with compensation levels that are reasonable, fair, and consistent with the entire government workforce and within the financial means of the State.

We also have an obligation to Governor Matt Blunt who has the responsibility of managing and directing the state's affairs and allocating the scarce resources of the State.

APPENDIX G  
SCHEDULE OF COMPENSATION

G - 19

The Missouri General Assembly must appropriate the financial resources of the State, and we have an obligation to consider carefully the very difficult responsibility this process entails. While we are charged with the responsibility of seeking to establish adequate compensation levels for the leaders of the State, we must also be mindful of the impact our decisions will have, not only on the state budget itself, but also with respect to the general impact our decisions can have on compensation paid regular state employees.

The Commission has the direct and primary obligation to those public servants that fall under the Commission's jurisdiction. In recent years the benefit of a Citizens' Commission has not been apparent to very many and as a result those public servants who can only be compensated under the schedules of these Commissions have endured six consecutive years of no increase whatsoever, while the consumer price index nationwide has advanced in excess of 20%. The Commission is cognizant that its schedule is subject to review by the General Assembly and has adopted a schedule it believes is reasonable under the circumstances and not inconsistent with other demands and obligations of the State.

Finally, the Commission feels a strong obligation to the dedicated members who served on the previous Commissions and whose many donated hours and investment of thought and deliberation did not always yield a positive result. We applaud the work of these fellow Commissioners and bring to our current task their history and experiences.

The Commission's organizational meeting occurred on November 20<sup>th</sup>, with a report due on December 1<sup>st</sup>. The Commission set its hearing schedule and proceeded with four public hearings in Jefferson City, Kansas City, St. Louis and Cape Girardeau. A number of witnesses appeared at each hearing and substantial information and recommendations were received. Any citizen or recipient of this report may contact the Office of Administration to obtain additional information with regard to these public hearings.

While there is great sentiment among some members of the Commission to forge ahead and simply set salaries where we sincerely believe they should be to attract the best and brightest to public service, we are constrained by our determination to prudently address inequities and present a plan that meets the objectives of the Governor and General Assembly in the allocation of scarce state resources over a period of time.

We have, therefore, with the goal in mind of submitting a reasonable and fair schedule, agreed to a plan that is basically corrective in nature. In the six years since 2000, the General Revenue budget has seen major reductions in all operating areas and the issue of government salaries has been, by necessity, bypassed in favor of ongoing state obligations and emergency needs. As a consequence of this belt tightening, the General Assembly appropriated increases for all state employees only twice. In 2003, each employee received a \$1200 increase and, in 2006, each employee received a 4% increase.

## APPENDIX G SCHEDULE OF COMPENSATION

The schedule of this Commission calls for a catch-up program for the officials under our jurisdiction whereby they each receive the same increases allowed other state employees during the period 2000 to 2006.

Under the provisions of Amendment 7, passed overwhelmingly by the electorate this November, no member of the General Assembly is to receive any increase until January 2009. Accordingly, the catch-up provisions in the schedule for the executive and judicial branches will be held in abeyance for the General Assembly until January 2009. The Commission's schedule does, however, include the recommendation of previous Commissions that the per diem expense allowance for all members of the General Assembly continue to be set at 80% of the federal per diem.

The Commission is submitting two additional provisions as part of its schedule.

First, for the Fiscal Years beginning in July 2007 and July 2008, any increase in the salary of the average state worker shall be applied to the executive and judicial offices under the Commission's jurisdiction, and beginning in January 2009 the General Assembly shall receive the same increases. For purposes of the Commission's schedule, the "salary of the average state worker" is determined by the pay plan applicable to other state employees generally with all fixed amounts converted to the percentage increase for the average state employee.

Second, each Associate Circuit Judge shall receive a one-time payment of \$2,000 to partially compensate for the Circuit Court duties currently being assumed by Associate Circuit Court Judges throughout the state. The Commission believes that it is in the best interests of the judiciary that the gap between Circuit and Associate Circuit Judges be gradually reduced until full recognition of the increased duties of Associate Circuit Judges is achieved in the level of compensation provided for that office.

In addition to the Commission's schedule, the Commission submits these additional comments and suggestions:

- 1) The state judiciary is currently undergoing critical review and analysis under the direction of the Supreme Court. The issue of allocation of judicial resources and judicial manpower will be reviewed and statutory or constitutional changes pertaining to the judiciary may result. These are issues that may affect compensation levels and may affect the distribution of workload among all judges. The Commission has not acted on future possible changes in this regard but believes that future Commissions will find these reports and changes useful in determining adequate judicial compensation.
- 2) The issue of legislative compensation is very complex and future Commissions may wish to address the basic concept of whether these offices have become full-time positions, considering the annual duties and responsibilities that require legislative attention both in the Capitol and in the legislative districts when the General Assembly is not in general session.

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 21**

I also want to publicly express my appreciation to the Office of Administration for the great assistance provided by Deputy Commissioner Rich AuBuchon and his assistant Sara VanderFeltz. They kept us on schedule and were of invaluable assistance.

I will conclude by saying that it has been a great privilege and honor to have served on this Commission and to have served with such a distinguished, dedicated and diverse group of Missouri citizens. The Constitution adopted by the citizens of this state gave the responsibility of determining the salaries of elected officials to this Citizens' Commission, and we have discharged our responsibilities to the best of our ability.

We thank our fellow citizens for this opportunity to be of service to our great state.

Very truly yours,

  
Jack Pohrer

## APPENDIX G SCHEDULE OF COMPENSATION

### COMPENSATION SCHEDULE APPROVED BY THE CITIZENS' COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS

#### SUMMARY

The following chart summarizes the Commission's recommendations:

OFFICE	CURRENT	+ \$1,200	+ 4%	+ \$2,000 Adjustment for Associate Circuit Judges Only	+ Any increase in the salary of the average state worker beginning 7-1-07	+ Any increase in the salary of the average state worker beginning 7-1-08
Governor	120,087	121,287	126,138			
Lt. Governor	77,184	78,384	81,519			
Attorney General	104,332	105,532	109,753			
Other Statewide	96,455	97,655	101,561			
Legislators*	31,351	32,551	33,853			
Supreme Court	123,000	124,200	129,168			
Court of Appeals	115,000	116,200	120,848			
Circuit Judge	108,000	109,200	113,568			
Associate Circuit Judge	95,000	97,200	101,088	103,088		

\*Legislators receive no increase until January 1, 2009

#### I. FOR STATEWIDE ELECTED OFFICIALS BEGINNING JULY 1, 2007

The salary is increased by the \$1,200 and 4% pay increases granted to state employees in recent years.

In addition to the salary specified in the above table, the salary for each statewide elected official shall be increased for the Fiscal Years beginning in July 2007 and July 2008, to the same extent the salary of the average state worker is increased.<sup>1</sup>

<sup>1</sup> For purposes of the Commission's schedule, the "salary of the average state worker" is determined by the pay plan applicable to other state employees generally with all fixed amounts converted to the percentage increase for the average state employee.

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 23**

To the extent statewide elected officials are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

**II. FOR LEGISLATORS**

**A. UNTIL JANUARY 1, 2009**

The compensation payable to Legislators shall be that being paid on December 1, 2006.

**B. ON AND AFTER JANUARY 1, 2009**

Effective January 1, 2009, the salary is increased by the \$1,200 and 4% pay increases granted to state employees in recent years.

On that date, in addition to the salary specified in the above table, the salary for each legislator shall be increased for the Fiscal Years beginning in July 2007 and July 2008, to the same extent the salary of the average state worker is increased.

The mileage reimbursement for each legislator shall be the rate determined by the Office of Administration to reimburse state employees.

The per diem rate shall be at 80% of the federal per diem in Jefferson City.

In addition to these amounts, a leadership differential of \$2,500 annually shall be paid to the Representative serving as Speaker of the House of Representatives and the Senator serving as President Pro Tempore of the Senate. A leadership differential of \$1,500 annually shall be paid to the Representative serving as Speaker Pro Tempore of the House of Representatives and to each Senator or Representative serving as the Majority or Minority Floor Leader of the Senate or the House of Representatives.

**APPENDIX G  
SCHEDULE OF COMPENSATION**

**III. FOR JUDGES BEGINNING JULY 1, 2007**

The salary for each position is increased by the \$1,200 and 4% pay increases granted to state employees in recent years.

Each Associate Circuit Judge shall receive a one-time increase of \$2,000 to reduce the differential between that position and the position of Circuit Judge.

In addition to the salary specified in the above table, the salary for each judge shall be increased for the Fiscal Years beginning in July 2007 and July 2008, to the same extent the salary of the average state worker is increased.

In addition to these amounts, a leadership differential of \$2,500 annually shall be paid to the judge serving as Chief Justice.

To the extent judges are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.



**APPENDIX G  
SCHEDULE OF COMPENSATION**

**G - 25**

**MISSOURI CITIZENS' COMMISSION ON COMPENSATION FOR ELECTED OFFICIALS**

Ms. Erica Gonzales  
St. Louis, Missouri 63134

Mr. Herbert Dill  
O'Fallon, Missouri 63368

Ms. Jean C. Brunson  
St. Charles, Missouri 63301

Mr. Michael King  
Washington, Missouri 63090

Mr. David J. Hoeltling  
St. Louis, Missouri 63109

Mr. Jack Pohrer  
St. Louis, Missouri 63124

Mr. Bradley D. Stone  
Dixon, Missouri 65459

Judge Paul Simon  
St. Louis, Missouri 63109

Ms. Judy J. Turner  
Kansas City, Missouri 64112

Ms. Rita C. Flake  
Jonesburg, Missouri 63351

Ms. Janet S. Kay  
Trimble, Missouri 64492

Mr. Wayne A. Foster  
Sumner, Missouri 64681

Mr. Larry A. Jackson  
Reeds, Missouri 64859

Mr. John A. Czuba  
Macon, Missouri 63552

Ms. Lee Anne Roux  
Park Hills, Missouri 63601

Mr. Robert J. Barrientos  
Kansas City, Missouri 64111

Mr. Mark T. Weingarh  
Hermann, Missouri 65041

Mr. David R. Henke  
Moscow Mills, Missouri 63362

Mr. Patrick Barr  
Lamar, Missouri 64759

**APPENDIX G  
SCHEDULE OF COMPENSATION**

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**Report of the  
Missouri Citizens' Commission  
on Compensation  
for Elected Officials**

**November 2008**

APPENDIX G  
SCHEDULE OF COMPENSATION



Missouri Citizens' Commission on Compensation for Elected Officials

26 November 2008

The Honorable Patricia L. Buxton  
Revisor of Statutes  
c/o Director of the Committee on Legislative Research  
State Capitol Building, Room 117-A  
Jefferson City, MO 65102

Dear Ms. Buxton,

Article XIII, section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file a report no later than December 1. The commission's report is attached and contains the schedule of compensation required.

Sincerely,

A handwritten signature in cursive script that reads "Timothy A. Hufker".

Timothy A. Hufker  
Chairperson

**APPENDIX G  
SCHEDULE OF COMPENSATION**

**G - 29**



**Missouri Citizens' Commission on Compensation for Elected Officials**

26 November 2008

To: The Honorable Robin Carnahan  
Secretary of State  
600 West Main Street  
Jefferson City, MO 65102

To: The Honorable Patricia L. Buxton  
Revisor of Statutes  
c/o Director of the Committee on Legislative Research  
State Capitol Building, Room 117-A  
Jefferson City, MO 65102

From: Timothy A. Hufker  
Chairperson  
Missouri Citizens' Commission on Compensation for Elected Officials

Pursuant to article XIII, section 3 of the Missouri Constitution, we submit to and file with your office the report and compensation schedule of the Missouri Citizens' Commission on Compensation of Elected Officials.

It has been a distinct honor for those of us who have been appointed to this commission to serve the citizens of Missouri and to fulfill our responsibilities under the Missouri Constitution. The Citizens' Commission presently consists of 10 members. Nine of us were appointed at random from the registered voter rolls maintained by the secretary of state, with one appointee coming from each of the nine congressional districts; and one member was appointed by the Supreme Court of Missouri.

Former Chairperson Jack Pohrer, whose term ended December 31, 2007, advised that he had contacted the governor's office to determine whether he should continue in office until a replacement was appointed and should begin convening the requisite meetings of the commission. He was advised that his term and those of the other prior gubernatorial appointees had ended and that they were ineligible to continue serving. The commission thereafter proceeded with only those commissioners who had been appointed to current terms under the provisions of the Missouri Constitution.

## APPENDIX G

### SCHEDULE OF COMPENSATION

Introduction – Page 2

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Having accepted the appointment under the provisions of the constitution, each of us was determined to follow the protocols of the preceding commissions and to organize for the purpose of conducting hearings and making the recommendations contained in this report. As chairperson, I am very proud of our diverse group of citizens and their willingness to contribute the time and effort necessary, without compensation, to fulfill our constitutional obligations as commissioners and for the public good. A list of the commission's duly appointed members is included with the attached report.

The members of our commission have had the opportunity to review the work of previous commissions, including those that were organized by executive order in 1977 and 1983. Those commissions, like our own, took their obligations very seriously. Our primary obligation is to the citizens and taxpayers of Missouri to put forth our best efforts to compensate our state's leaders in a fair and equitable way with deference to budget constraints, economic conditions and the ability of the state to sufficiently fund vital services.

Our secondary obligation is to the elected officials of our state in the executive and legislative branches and to the elected and appointed judges who devote their legal careers to public service. This commission has great respect for Missouri's leaders, and it is our goal to recommend compensation levels that will continue to encourage the best people available to consider seeking public office. There are and always will be sacrifices to public service, but compensation levels should not be so low as to discourage the majority of citizens from participation.

Our commission met and held four public hearings in November 2008 and, like all citizens, our members are acutely aware of the enormous economic challenges facing Missouri and our country at this time in our history. We have reviewed the November 17 report of James Moody and Associates regarding the state of Missouri's budget and financial outlook, and it appears that our leaders will face significant challenges in the coming months. At the same time, it is also evident that significant economic and financial incentives on a massive scale are being undertaken at the national level. No one knows what impact these initiatives will have in the short or long term on the economy generally or on Missouri in particular. We are hopeful the results will be fruitful and profound.

We understand the Missouri budget process begins in January and concludes by early May. At that time, much more will be known about the state's financial resources and the state's ability to fund vital services and strategic goals. As a result, the commission's general approach – with one exception – has been to withhold recommendations for base salary increases for any of the offices covered and to recommend only that these offices receive a cost-of-living adjustment equal to the cost-of-living adjustment provided to average state employees for the next two years. If funds are not available for cost-of-living adjustments for average state employees, then they will not be available for the offices covered by this report. When this commission convenes again in 2010, it may be that economic conditions will permit the consideration of justifiable changes in compensation levels based upon relative merit and comparable data.

## APPENDIX G

### SCHEDULE OF COMPENSATION

G - 31

Introduction – Page 3

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Only with regard to the compensation of associate circuit judges did the commission believe strongly that a repositioning change in salary structure should occur. Statutory changes eliminated their jurisdictional limitations nearly 20 years ago, and in the last 10 years especially, there has been an ever-increasing reliance on the state's associate circuit judges to help dispose of the general circuit court workload. In addition to handling thousands of circuit court cases in the circuit in which they are elected or appointed to serve, large numbers of associate circuit judges also take transfers to overworked circuits in other parts of the state to provide ongoing assistance to help keep Missouri's dockets current.

The commission, therefore, recommends a modest repositioning adjustment of \$1,500 in each of the next two years to reduce the pay differential between an associate judge and a circuit judge to approximately 7 percent, which is approaching the same percentage differential that exists between the other levels of the judiciary. The commission strongly believes this modest change is both deserved and overdue.

The commission also received testimony about the Judicial Conference of Missouri's annual meeting and recommends that judges attending this meeting be provided expense reimbursement at the same per diem rate as members of the General Assembly. The Judicial Conference is a significant component of the judicial branch of government, and all state judges should be encouraged and supported to attend and participate in its meeting, which is important to the effective administration of justice in our state.

With respect to the commission's future deliberations in 2010, we expect we will have more time then to provide careful review of each office covered by article XIII, section 3 and, if financial circumstances warrant, we plan to consider adjustments then based on a variety of factors and criteria.

The executive branch has six offices for which we must recommend compensation, and in some instances, the compensation of the elected officeholder creates a ceiling for all others serving in the office. This can adversely affect recruitment of upper management, particularly those positions requiring individuals with experience and advanced professional degrees. We expect to examine comparable salaries in other states and other in-state positions as we consider appropriate compensation for these six offices.

The legislative branch presents some complex issues pertaining to the time required to attend the General Assembly and to provide service to constituents. Do we have a part-time citizen legislature or something quite different? How does compensation affect citizen interest in seeking these offices? These are questions we hope to explore in the future.

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

Introduction - Page 4

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The judicial branch stands alone in that it prohibits outside income and in requiring both experience and a law degree. Judicial compensation in Missouri has fallen below that in surrounding states and is in the lower third of all states. Twenty years ago, of the applicants for judicial vacancies, generally 80 percent came from private practice and 20 percent from public service, including judges, prosecutors, public defenders and others. Testimony indicates that the current applicant pool has more than reversed, as many in private practice cannot afford the financial sacrifice necessary to become a judge. These will be important considerations for the commission's 2010 deliberations.

On behalf of the commission, we express our appreciation to the law firm of Lathrop & Gage L.C. and attorney Mark Levison for providing guidance in the organization and procedures of the commission. We also appreciate the assistance of the Office of Administration and staff in the three branches of our government.

I have been privileged to serve as chairperson of the commission, and it has been a very rewarding experience to meet and serve with the other members of the commission. I believe we have witnessed our democracy at work with ordinary citizens assuming great responsibility under our constitution and in doing their very best to make a meaningful contribution to effective government in fulfillment of their constitutional obligation.

Very truly yours,



Timothy A. Hufker  
Chairperson



**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 33**



**COMPENSATION SCHEDULE**  
**APPROVED BY THE**  
**MISSOURI CITIZENS' COMMISSION ON**  
**COMPENSATION FOR ELECTED OFFICIALS**

**I. FOR STATEWIDE ELECTED OFFICIALS**

In addition to the salary in effect on February 1, 2009, the salary for each statewide elected official shall be increased for the fiscal years beginning July 1, 2009, and July 1, 2010, to the same extent the salary of the average state worker<sup>1</sup> is increased.

To the extent statewide elected officials are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

**II. FOR LEGISLATORS**

In addition to the salary in effect on February 1, 2009, the salary for each legislator shall be increased for the fiscal years beginning July 1, 2009, and July 1, 2010, to the same extent the salary of the average state worker is increased. The increased salary shall not be payable until January 1, 2011.

In addition to these amounts, a leadership differential of \$2,500 annually shall be paid to the representative serving as Speaker of the House of Representatives and the senator serving as President Pro Tempore of the Senate. A leadership differential of \$1,500 annually shall be paid to the representative serving as Speaker Pro Tempore of the House of Representatives and to each senator or representative serving as the Majority or Minority Floor Leader of the Senate or the House of Representatives.

The per diem rate shall be at 80 percent of the federal per diem in Jefferson City.

To the extent legislators are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

<sup>1</sup> For purposes of the commission's schedule, the "salary of the average state worker" is determined by the pay plan applicable to other state employees generally with all fixed amounts converted to the percentage increase for the average state employee.

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

Compensation Schedule – Page 2

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**III. FOR JUDGES**

In addition to the salary in effect on February 1, 2009, the salary for each Supreme Court, Court of Appeals, Circuit Judge and Associate Circuit Judge shall be increased for the fiscal years beginning July 1, 2009, and July 1, 2010, to the same extent the salary of the average state worker is increased. Each Associate Circuit Judge's salary also shall be repositioned to account for the responsibilities that have been added to their positions in the past number of years. To accomplish this repositioning, each Associate Circuit Judge's salary shall be repositioned on those dates by being increased by \$1,500 each year prior to calculating any salary increase resulting from the increase based on the increase in the average state worker's salary.

In addition to these amounts, a leadership differential of \$2,500 annually shall be paid to the judge serving as Chief Justice.

To the extent judges are entitled to receive any mileage reimbursement, they shall receive the same rate determined by the Office of Administration to reimburse state employees.

The per diem rate for attendance at the annual meeting of the Judicial Conference of Missouri, not to exceed three days, shall be at 80 percent of the federal per diem in Jefferson City.

APPENDIX G  
SCHEDULE OF COMPENSATION

G - 35



Missouri Citizens' Commission on Compensation for Elected Officials

Members serving terms expiring December 31, 2011

Ms. Elizabeth Banwart  
Liberal, Missouri 64762

Ms. Erin Cotter  
St. Louis, Missouri 63144

Mr. Gene Danekas  
Columbia, Missouri 65203

Judge John C. Holstein, retired  
Springfield, Missouri 65810

Mr. Timothy A. Hufker  
St. Louis, Missouri 63128

Mr. Danny Judy  
Platte City, Missouri 64079

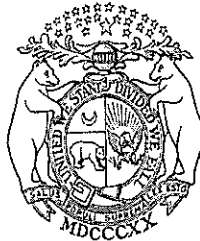
Mr. Marion George McGuinn  
Florissant, Missouri 63031

Mr. Cedric Levi Shirley  
Aurora, Missouri 65605

Mr. Thomas Theiss  
Independence, Missouri 64055

Ms. Mary Lou White  
Bismarck, Missouri 63624

APPENDIX G  
SCHEDULE OF COMPENSATION



Missouri Citizens' Commission on Compensation for Elected Officials

24 November 2010

The Honorable Robin Carnahan  
Secretary of State  
600 West Main Street  
Jefferson City, MO 65102

Mr. Russell L. Hembree  
Director, Joint Committee on Legislative Research  
Acting Revisor of Statutes  
117-A State Capitol Building  
201 W. High St.  
Jefferson City, MO 65101

Dear Secretary of State Carnahan and Mr. Hembree:

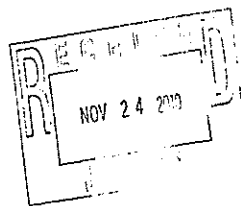
Article XIII, section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file its report no later than December 1.

The commission hereby files its report. The report is attached and contains the schedule of compensation required.

Sincerely,

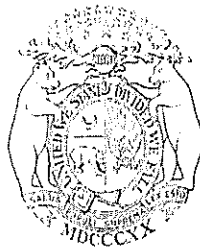
A handwritten signature in cursive script that reads "Vicki Benson".

Ms. Vicki Benson  
Chair



APPENDIX G  
SCHEDULE OF COMPENSATION

G - 37

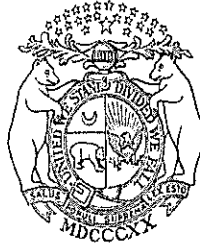


Report of the  
Missouri Citizens' Commission on  
Compensation for Elected Officials

24 November 2010

## APPENDIX G

### SCHEDULE OF COMPENSATION



#### Report of the Missouri Citizens' Commission on Compensation for Elected Officials

24 November 2010

##### A. INTRODUCTION

Pursuant to article XIII, section 3 of the Missouri Constitution, the Citizens' Commission on Compensation hereby submits the following report establishing a compensation schedule for Missouri's statewide elected officials, legislators and judges.

This commission has had the honor of traveling across this state to hear testimony about this important subject and is convinced that the compensation of all of the officials subject to this report is lower than what should be paid for positions of this importance. However, it also has become clear from our meetings that judges are unique among the officials subject to the recommendations of this commission for at least two reasons that are significant to our deliberations. First, judges do not operate generally in the political context that by definition determines the roles of both statewide elected officials and members of the General Assembly. Judges are driven instead by facts and the law – and both the facts and the law in recent years surrounding judicial compensation point to an unfortunate lack of action on the reports of this commission, which we intend to rectify with this report. Second, judges are full-time employees, not part-time public servants, and tend to come to judicial service later in life than those who come to public service by election to political office in the legislative or executive branches.

These facts are relevant to this commission for various reasons. Because judges generally expect or seek to retain the positions they hold for a longer period of time – and because they hold that role full-time and are actually prevented by law from practicing law on the side – they must have an interest in their compensation. Members of the political branches, if they so choose, can forego addressing the issue of their own compensation, fearing the political obstacles presented by the issue and assured in the knowledge that, in the end, their current role is not their full-time profession. Missouri's judges do not have this luxury. They are totally subject to the effectiveness of this commission and to the subsequent adoption or rejection of its reports by the General Assembly.

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 39**

In this context, this commission's work in determining judicial pay is perhaps its most important determination of all. Based on the information and recommendations presented at our various meetings by a diverse representation by lawyers, judges, retired judges and persons in the business community, the commission has become convinced that it is beyond time to devise a more reasonable – and, we hope, a more permanent – means of determining judicial salaries in Missouri once economic conditions are favorable for implementation. Accordingly, we propose what we believe is a viable long-term option: indexing Missouri judicial salaries to a percentage of the corresponding judicial position in the federal system.

The dynamic between the political branches' willingness to forego salary increases and the judiciary's ongoing demonstrated need and willingness to pursue such increases presents a dichotomy that this commission must address. This commission, therefore, is forced to concede that recommending any kind of increase for legislators or statewide elected officials at this time might cause its entire report to be rejected. The commission believes that such increases are warranted but hopes that by implementing this report, it at least can begin to address the demonstrated needs of the judiciary. It also hopes it can initiate some discussion with legislators and statewide elected officials about future increases for those branches of government. In the end, however, the commission no longer can tolerate the continued rejection of sensible, moderate pay increases for judges due to the near-term political concerns that have prevented far too many of this commission's reports from taking effect.

As we believe each commission before ours has done, current commission members performed their due diligence by reviewing past commission reports. We also analyzed, and gratefully acknowledge the submission of, the comparative salary information and proposals brought forward by judicial officials, as well as other relevant data we requested from various presenters. This information – detailing significant salary gaps between Missouri judges and other judges, other attorneys in Missouri and other public-sector executives in Missouri – has proved critical in writing this report. The commission also met on four different occasions. Information regarding those meetings, as well as a listing of current commission members, is in section D of this report.

In making its final recommendations, the commission was compelled to balance the state's and nation's current economic situation with the long-term need for a functional compensation structure for the state's judges. When combined with the fact that many of the past reports of this commission either have been disapproved or unfunded, the commission is even more compelled to find a long-term solution to this problem despite the current economic crisis. To balance the current economic situation with these ongoing long-term needs, therefore, the commission submits its official schedule of compensation as described in section B of this report.

## APPENDIX G SCHEDULE OF COMPENSATION

### B. OFFICIAL SCHEDULE OF COMPENSATION

#### 1) FOR STATEWIDE ELECTED OFFICIALS

This schedule specifically authorizes a compensation structure identical to that which exists for statewide elected officials in fiscal 2011.

The compensation payable to each statewide elected official for fiscal 2012 and 2013 shall be equal to the compensation being paid to each such official for fiscal 2011.

The mileage reimbursement rate allowed for such officials shall be the same as that authorized by law for state employees.

#### 2) FOR MEMBERS OF THE GENERAL ASSEMBLY

This schedule specifically authorizes a compensation structure identical to that which exists for members of the General Assembly in fiscal 2011.

The compensation payable to each member of the General Assembly for fiscal 2012 and 2013 shall be equal to the compensation being paid to each such member for fiscal 2011, including the leadership differentials being paid to those officials entitled to such differentials in fiscal 2011.

The mileage reimbursement rate allowed for such officials shall be the same as that authorized by law for state employees. The per diem rate allowed for such officials shall be the same as that authorized by section 21.145, RSMo.

#### 3) FOR JUDGES

This schedule provides that each state judge's salary shall be indexed to the commensurate judicial position in the federal system: the chief justice of the Supreme Court of Missouri shall be indexed to the salary of the chief justice of the Supreme Court of the United States; all other judges of the Supreme Court of Missouri shall be indexed to the salaries of the associate justices of the Supreme Court of the United States; all judges on the Missouri court of appeals shall be indexed to the salaries of the judges on the federal circuit courts of appeals; all Missouri circuit judges shall be indexed to the salaries of judges on the federal district courts; and all Missouri associate circuit judges shall be indexed to the salaries of federal magistrates.

Official Schedule of Judicial Salaries for Fiscal 2012 and 2013

Fiscal	Chief Justice	Supreme Court Judge	Court of Appeals	Circuit Judge	Associate Circuit Judge
2012	Missouri fiscal 2011 salary	Missouri fiscal 2011 salary	Missouri fiscal 2011 salary	Missouri fiscal 2011 salary	Missouri fiscal 2011 salary
2013	69% of federal chief justice salary	69% of federal Supreme Court associate justice salary	73% of federal circuit court of appeals judge salary	73% of federal district court judge salary	73% of federal magistrate salary



## APPENDIX G SCHEDULE OF COMPENSATION

G - 41

The mileage reimbursement rates allowed for such officials shall be the same as that authorized by law for state employees.

### C. CONCLUSION

We believe the official schedule set out in section B above will begin to provide the long-needed structural change in judicial compensation that the testimony clearly showed to be necessary. Although these amounts may change depending on the level of federal judicial compensation at the time these recommendations take effect, it is necessary for purposes of transparency to inform readers of this report about the effects of this schedule were it to take effect today.

For fiscal 2012 (beginning July 1, 2011), there is no change in salary for any judge in Missouri. In recognition of the difficult budget year that the state of Missouri will face in fiscal 2012, the commission determined that an increase in that fiscal year would be unwise.

For fiscal 2013 (beginning July 1, 2012), the schedule would result in salaries of \$154,215 for the chief justice, \$147,591 for judges of the Supreme Court, \$134,685 for judges of the Court of Appeals, \$127,020 for circuit judges and \$116,858.40 for associate circuit judges.

As a caveat to the salaries described above, it is significant that the pension law changes (House Bill No. 1, 2010 extraordinary session) that take effect Jan. 1, 2011, require judges coming to judicial service after Jan. 1, 2011, to pay 4 percent of their salaries to help fund their pensions. For judges who begin their judicial careers in 2011 and after, therefore, salaries will be 4 percent less than those of their longer-serving counterparts.

By indexing salaries of Missouri judges to their federal counterparts, this commission hopes it may achieve a lasting solution to the problem of inadequate judicial compensation in this state and, therefore, provide the means to attract and retain the best possible judges to the bench. This commission hopes with all sincerity that its most recent effort at providing a solution to the ongoing need to increase judicial salaries will bear fruit.

We note that judges have not received any increase since fiscal 2009 (now nearly three years ago) and also did not receive any increase whatsoever for seven successive fiscal years (from fiscal 2001 through fiscal 2007). When one combines this lack of increases to the fact that the judiciary as a whole receives about 2 percent of the state's general revenue budget and less than 1 percent of the state's total budget – despite a statewide caseload of approximately 800,000 newly filed cases in fiscal 2009 and a judge shortage of approximately 54 judges statewide based on a recent study by the National Center for State Courts – the need for increases in judicial salaries over the long term becomes all the more glaring. This need is immediate, as further evidenced by the fact that over the last 10 years, five Supreme Court judges and at least 15 Missouri court of appeals judges have left the bench voluntarily prior to the mandatory retirement age. Such a continued loss of experienced and highly qualified members of the judiciary cannot be allowed to continue.

## APPENDIX G

### SCHEDULE OF COMPENSATION

Despite these challenges, this commission's members retain optimism for the success of this report. By creating a structure in which no increases are given during the expected budget difficulties of fiscal 2012, we hope we have balanced the need for these increases with a corresponding sensitivity to the state's current economic situation.

The commission hopes that its future members will be able to start a dialogue with the statewide elected officials and legislators, none of whom presented any evidence to this commission and, therefore, received no recommended increases, despite the fact that many commission members believed that both legislators and statewide elected officials very likely were worthy of such increases. In addition, this commission's members wish to make some recommendations to the governor and the legislature as to this commission's structure - recommendations that we believe greatly would increase the effectiveness of this body's work:

1. The time in which commissioners are appointed - and the time during which this commission is asked to meet - both should be expanded to reflect the need for a better researched, more deliberative approach to the important matter of studying and recommending compensation.
2. The commission should be convened annually so that its members may receive testimony and consider long-term issues in the commission's non-report year. We hope this will enable us to dialogue with members of the General Assembly and with statewide elected officials as well as continue ongoing deliberations over judicial salaries that we intend to continue.
3. The General Assembly, if it wishes not to approve its own pay raises, should consider the concept of decoupling its salary schedule from that of the judges and the statewide elected officials.
4. If decoupling is not considered an option, the General Assembly should expand the commission's authority to eliminate any legislative approval or disapproval of this commission's recommendations. Given the politically charged nature of approving, or being seen as having approved, one's own pay increase, the General Assembly should consider eliminating the current structure whereby it may reject reports by a two-thirds majority vote of both houses.

The commission wishes to thank those persons who took time to testify before this body; your service to this process is invaluable, and we hope that it will be rewarded. We hope those who read this report with the knowledge that it is their responsibility to adopt or reject its recommendations will consider the long-term effects of their deliberations. It is undoubtedly in the best interests of the citizenry of this state to pay our highest government officials a salary that is commensurate with the high level of importance to the welfare of the people of this state that each of these offices carries. If we are to live out the words inscribed on our state seal, "Salus Populi Suprema Lex Esto" (translated to "Let the Welfare of the People be the Supreme Law)," we cannot continue to ask those charged with the constitutional duty of protecting that welfare to do so without providing some semblance of reasonable compensation for the work they perform.

## APPENDIX G SCHEDULE OF COMPENSATION

G - 43

The commission urges every member of the General Assembly to consider this report in that context, knowing that a democracy can be only as strong as its most vulnerable citizens. Should we on this commission and those persons in the General Assembly not do all that we can to assure that the arbiters tasked with the duty of protecting the rights of those vulnerable citizens are as well-compensated as reasonably can be expected? We believe we owe the citizens of this state nothing less.

### D. MEETING INFORMATION AND COMMITTEE MEMBERSHIP

The commission met and received testimony at four public meetings, as required by the constitution:

- |  |   |
|--|---|
| 1. 9:30 a.m. to 12:30 p.m.<br>Monday, Nov. 15, 2010<br>Landers State Office Building<br>149 Park Central Square, Room 813<br>Springfield, Missouri | 3. 9 a.m. to noon<br>Thursday, Nov. 18, 2010<br>Fletcher Daniels Building<br>615 East 13th Street, Room 501<br>Kansas City, Missouri  |
| 2. 9 a.m. to noon<br>Tuesday, Nov. 16, 2010<br>Wainwright State Office Building<br>111 North 7th Street, Room 116<br>St. Louis, Missouri           | 4. 9 a.m. to noon<br>Wednesday, Nov. 24, 2010<br>Missouri State Capitol Building<br>201 West High Street<br>Senate Hearing Room 2 (First Floor)<br>Jefferson City, Missouri |

The members of the 2010 Citizens' Commission on Compensation are:

Chair - Vicki Benson, Kirksville	Timothy A. Hulker, St. Louis
Elizabeth Banwart, Liberal	Julie Hurst, Tarkio
Robert Barrett, Nevada	Jerry King, Butler
Patricia Bolz, Kirksville	Marion George McGuinn, Florissant
Bill Burch, Sikeston	Don Mills, El Dorado Springs
Andrea Marie Burkholder, Lathrop	Cedric Levi Shirley, Aurora
Erin Cotter, St. Louis	Thomas Shrout, St. Louis
Judith Davidson, Cottleville	Thomas Theiss, Independence
Gene Denekas, Columbia	Paul Walle, Manchester
Phylis Lee Gilbert, Springfield	Mary Lou White, Bismarck
Hon. John Holstein, Springfield	Terry Winkler, Miller

### E. ADDITIONAL INFORMATION

Attached to this report is an informational report provided to the commission before it began meeting. This informational report formed a basis for many of the commission's discussions.

## APPENDIX G

### SCHEDULE OF COMPENSATION

#### 2010 CITIZENS' COMMISSION ON COMPENSATION JUDICIAL SALARY INFORMATION AND PROPOSAL

##### I. Introduction

Missouri's judges understand that they are in their judicial positions to serve the public and that those in public service should not expect high compensation for their service. This fact should not preclude Missouri from adequately compensating current judges while also seeking to recruit and retain the best possible persons for the bench. Missouri judges do not seek *high* pay; they seek *appropriate* compensation, commensurate with other public officials in Missouri and judges in other states and systems. Missouri has been losing experienced judges to the private sector and has had difficulty attracting quality, experienced attorneys from the private sector to aspire to the bench. After Jan. 1, 2011, recruitment will become more difficult, as escalating healthcare costs and new retirement legislation effectively will cut pay for new judges.

Judges recognize the difficult task placed on the Missouri Citizens' Commission on Compensation for Elected Officials, which the state constitution charges with setting compensation for Missouri's judges, statewide elected officials and legislators. The difficulty of this task is compounded by the continuing economic crisis, which strains all state revenues, making it difficult to implement this commission's recommendations in the near-term.

Despite these challenges, the commission can recommend a sensible, long-term salary structure for Missouri's judges to be implemented at a time in the future when economic factors make it more practicable. The information in this report suggests that, in hundreds of other instances, public entities in Missouri have determined that public service and adequate compensation need not be mutually exclusive. If the state of Missouri can compensate so many other positions at salaries that exceed that of every judge in this state, can it not compensate Missouri judges at rates that are roughly equivalent to – or at the very least begin to approach – the salaries paid to these other public servants?

This report provides relevant data<sup>1</sup> comparisons between Missouri's judges and judges in other jurisdictions, Missouri attorneys and other Missouri public employees – all of which illustrate the deep need for a structural increase in Missouri's judicial salaries. Now, Missouri's judges are paid less than those in all but a few states, less than the average salary for Missouri attorneys between the ages of 36 and 45, less than public school superintendents in 63 Missouri districts and even less than municipal judges in one Missouri city. These obvious discrepancies mar the judiciary's ability to serve as a separate branch of government and as the entity charged with protecting the rights of all Missouri's citizens. This report offers suggestions for a long-term solution that addresses the ongoing need to improve judicial salaries upon recovery from current economic conditions.

##### II. Judge Salary Comparisons

The following three tables – drawn from judicial salary data compiled by the National Center for State Courts – illustrate Missouri's poor standing in judicial pay compared with other states. Of particular note is that the salaries listed for Missouri's "trial court" judges include only circuit judges, paid \$120,484; they do not include Missouri's 225 associate circuit judges and commissioners who are paid only \$109,366.

<sup>1</sup> Judicial salary data are provided by the National Center for State Courts. All other data are based on the latest information gathered by staff of the state courts administrator's office.

# APPENDIX G SCHEDULE OF COMPENSATION

G - 45

Table 1. Comparison of Missouri Judicial Salaries to All Other States (as of Jan. 1, 2010)

Highest Court	Appellate Court	Trial Court
California \$218,237	California \$204,599	California \$178,789
Illinois \$201,819	Illinois \$189,949	Illinois \$174,303
Pennsylvania \$186,450	Alabama \$178,878	District of Columbia \$174,000
New Jersey \$185,482	Pennsylvania \$175,923	Alaska \$170,976
Delaware \$185,050	New Jersey \$175,534	Delaware \$168,850
Alaska \$184,908	Alaska \$174,696	New Jersey \$165,000
District of Columbia \$184,500	Virginia \$168,322	Pennsylvania \$161,850
Virginia \$183,839	Georgia \$166,186	Nevada \$160,000
Alabama \$180,005	Hawaii \$162,012	Virginia \$158,134
Hawaii \$174,984	Tennessee \$159,840	Hawaii \$157,620
Nevada \$170,000	Washington \$156,328	Tennessee \$154,320
Georgia \$167,210	Connecticut \$152,637	Washington \$148,832
Tennessee \$165,336	Michigan \$151,441	Connecticut \$146,780
Michigan \$164,610	Florida \$150,077	Arizona \$145,000
Washington \$164,221	Arizona \$150,000	Georgia \$144,752
Iowa \$163,200	Maryland \$149,552	Florida \$142,178
Connecticut \$162,520	Iowa \$147,900	Rhode Island \$140,642
Maryland \$162,352	Indiana \$147,103	Maryland \$140,352
Florida \$157,976	New York \$144,000	Michigan \$139,919
Arizona \$155,000	Utah \$136,750	Iowa \$137,700
Rhode Island \$152,403	Minnesota \$137,552	New Hampshire \$137,084
Indiana \$151,328	Texas \$137,500	New York \$136,700
New York \$151,200	Wisconsin \$136,316	Arkansas \$136,257
Texas \$150,000	Louisiana \$136,183	Alabama \$134,943
New Hampshire \$146,917	Arkansas \$135,515	Texas \$132,500
Massachusetts \$145,984	Massachusetts \$135,087	Utah \$132,150
Minnesota \$145,981	Colorado \$134,128	South Carolina \$130,312
Utah \$145,350	South Carolina \$133,741	Louisiana \$130,165
Wisconsin \$144,495	Nebraska \$132,314	Massachusetts \$129,694
Louisiana \$143,131	Ohio \$132,000	Minnesota \$129,124
Ohio \$141,600	North Carolina \$131,531	Nebraska \$128,832
Arkansas \$139,821	Kansas \$131,518	Wisconsin \$128,600
Colorado \$139,660	Oklahoma \$130,410	Colorado \$128,598
Nebraska \$139,278	Kentucky \$130,044	North Carolina \$127,957
Oklahoma \$137,456	Missouri \$128,207	Indiana \$125,647
North Carolina \$137,249	Oregon \$122,820	Wyoming \$125,200
South Carolina \$137,171	Idaho \$118,506	Kentucky \$124,620
Missouri \$137,034	New Mexico \$117,506	Oklahoma \$124,373
Kansas \$135,905	Mississippi \$105,050	Vermont \$122,867
Kentucky \$135,504	Delaware \$104,111	Ohio \$121,350
Wyoming \$131,500	District of Columbia \$103,111	Missouri \$120,484*
Vermont \$129,245	Alaska \$102,000	Kansas \$120,037
Oregon \$125,688	Montana \$101,000	West Virginia \$116,000
New Mexico \$123,691	Nevada \$100,000	Oregon \$114,468
West Virginia \$121,000	New Hampshire \$100,000	North Dakota \$113,648
Idaho \$119,506	North Dakota \$100,000	Idaho \$112,043
Maine \$119,476	New York \$100,000	Maine \$111,959
South Dakota \$118,173	South Dakota \$100,000	New Mexico \$111,631
North Dakota \$118,121	Vermont \$100,000	South Dakota \$110,377
Montana \$113,984	West Virginia \$100,000	Montana \$106,870
Mississippi \$112,530	Wyoming \$100,000	Mississippi \$104,170

\* This salary is for circuit judges. Associate circuit judges and commissioners make \$109,366. (National Center for State Courts, *Survey of Judicial Salaries*, Jan. 1, 2010)

## APPENDIX G SCHEDULE OF COMPENSATION

When compared with states of a similar population, Missouri ranks dead last, with an average judge salary nearly \$20,000 less than judges in those states.

**Table 2. Judicial Salaries in Missouri Compared with States with +/- 500,000 in Population (as of July 1, 2010)**

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Maryland - \$181,352	Tennessee - \$165,336	Tennessee - \$159,840	Tennessee - \$154,320
Tennessee - \$170,342	Washington - \$164,221	Washington - \$156,328	Washington - \$148,832
Washington - \$164,221	Maryland - \$162,352	Maryland - \$149,552	Maryland - \$140,352
<i>Mean (excluding MO)</i> <b>\$163,386</b>	<i>Mean (excluding MO)</i> <b>\$155,619</b>	<i>Mean (excluding MO)</i> <b>\$147,782</b>	<i>Mean (excluding MO)</i> <b>\$137,813</b>
Minnesota - \$160,579	Indiana - \$151,328	Indiana - \$147,103	Minnesota - \$129,124
Wisconsin - \$152,495	Minnesota - \$145,981	Minnesota - \$137,552	Wisconsin - \$128,600
Indiana - \$151,328	Wisconsin - \$144,495	Wisconsin - \$136,316	Indiana - \$125,647
<b>Missouri - \$139,534</b>	<b>Missouri - \$137,034</b>	<b>Missouri - \$128,207</b>	<b>Missouri - \$120,484*</b>

\*This salary is for circuit judges. Associate circuit judges and commissioners make \$109,366.

Compared with contiguous states, Missouri ranks no higher than seventh of nine in any category and is eighth out of nine in average salaries across the categories ranked, which does not include the salaries of Missouri's associate circuit judges.

**Table 3. Judicial Salaries in Missouri Compared with States Adjacent to Missouri (as of July 1, 2010)**

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Illinois - \$207,066	Illinois - \$207,066	Illinois - \$194,888	Illinois - \$178,835
Iowa - \$170,850	Tennessee - \$165,336	Tennessee - \$159,840	Tennessee - \$154,320
Tennessee - \$170,342	Iowa - \$163,200	Iowa - \$147,900	<i>Mean (excluding MO)</i> <b>\$138,524</b>
<i>Mean (excluding MO)</i> <b>\$159,337</b>	<i>Mean (excluding MO)</i> <b>\$154,079</b>	<i>Mean (excluding MO)</i> <b>\$145,956</b>	Iowa - \$137,700
Arkansas - \$156,864	Arkansas - \$145,204	Arkansas - \$140,732	Arkansas - \$136,257
Oklahoma - \$147,000	Nebraska - \$142,760	Nebraska - \$132,314	Nebraska - \$132,053
Nebraska - \$142,760	Oklahoma - \$137,655	Kansas - \$131,518	Kentucky - \$124,620
Kentucky - \$140,504	Missouri - \$137,034	Oklahoma - \$130,410	Oklahoma - \$124,373
<b>Missouri - \$139,534</b>	Kansas - \$135,905	Kentucky - \$130,044	<b>Missouri - \$120,484*</b>
Kansas - \$139,310	Kentucky - \$135,504	Missouri - \$128,207	Kansas - \$120,037

\*This salary is for circuit judges. Associate circuit judges and commissioners make \$109,366.

## APPENDIX G SCHEDULE OF COMPENSATION

G - 47

Beginning Jan. 1, 2011, all *new* judges in Missouri will be required to contribute 4 percent of their income toward their own retirement – basically creating a 4-percent net loss in salary for new judges.

**Table 4. Effect of 2010 Judicial Retirement Changes: A 4-Percent Pay Decrease**

	Current Pay	4-percent Retirement Withholding	Net Pay after Retirement Withholding
Chief Justice	\$ 139,534	\$ 5,581.36	\$ 133,952.64
Supreme Court Judge	\$ 137,034	\$ 5,481.36	\$ 131,552.64
Court of Appeals Judge	\$ 128,207	\$ 5,128.28	\$ 123,078.72
Circuit Judge	\$ 120,484	\$ 4,819.36	\$ 115,664.64
Associate Circuit Judge	\$ 109,366	\$ 4,374.64	\$ 104,991.36

### III. Attorney Salary Comparisons

Although Missouri judges do not expect to earn on the bench what they would in private practice, the fact remains that private sector salaries in Missouri have lured experienced judges off the bench and back into firms, and only about 20 percent of those applying for judicial vacancies in Missouri are from the private sector. Private attorneys in Missouri already are paid below the national average – a 2009 national survey of law firms listed the average compensation for equity partners/shareholders at \$352,569, for non-equity partners at \$211,034 and for associates at \$136,414. (ALM Legal Intelligence)

If Missouri does not provide salaries for the vast majority of its judges that are competitive with even the average junior partner in private practice, how can the judiciary ever reasonably expect to draw from the ranks of the above-average senior partners that it reasonably should want to recruit to the bench?

**Table 5. Missouri Comparison of Judicial Salaries with Private-Practice Attorneys' Mean Salaries**

Position	Mean*
Senior partner	\$346,702
Managing partner	\$285,082
Partner	\$229,091
All full-time private practice	\$177,840
Of Counsel	\$148,156
Chief Justice	\$139,534
Supreme Court Judge	\$137,034
Junior partner	\$135,375
Other	\$130,619
Court of Appeals Judge	\$128,207
Circuit Court Judge	\$120,484
Associate Circuit Judge	\$109,366
Sole Practitioner	\$104,504
Associate	\$82,962

\* The mean excludes the bar members with the four highest incomes, which all exceeded \$3 million (The Missouri Bar Economic Survey, 2009)

## APPENDIX G

### SCHEDULE OF COMPENSATION

The average partner at one of Missouri's top-grossing law firms can expect to make two, five or sometimes even 10 times as much as every judge in Missouri – again impacting the judiciary's ability to recruit and retain highly qualified individuals.

**Table 6. Top Missouri Law Firms, By Profits per Partner**

Firm	Profits per Partner
Shook, Hardy & Bacon	\$1,015,200
Baker Sterchi Cowden & Rice	\$750,000
Bryan Cave	\$622,600
Husch Blackwell Sanders	\$564,000
Stinson Morrison Hecker	\$491,000
Armstrong Teasdale	\$483,000
Thompson Coburn	\$467,000
Polsinelli Shughart	\$466,800
Lewis Rice & Fingersh	\$450,000
Carmedy MacDonald	\$437,700
Lathrop & Gage	\$408,800
Brown & James	\$380,200
Greensfelder, Hemker & Gale	\$374,300
Gilmore & Bell	\$349,000
Sandberg Phoenix & von Gontard	\$327,500
Spencer Fane Britt & Browne	\$301,500
Gallop, Johnson & Neuman	\$276,200
Evans & Dixon	\$226,000
Lashly & Baer	\$139,100
Supreme Court judge	\$137,034

(Missouri Lawyers Weekly, Money 20 2010 list)

Even the average attorney as young as 36 years old has a higher average salary than the chief justice of Missouri. Until recently, lawyers with more than 20 years in practice – or those 46 years old or older – were considered best-qualified for the bench; now, younger lawyers with less experience are becoming judges.

**Table 7. Mean Net Income of Missouri Attorneys, by Age Group**

Age in Years	Mean Net Income*
36-45	\$140,703
46-55	\$176,225
56-65	\$194,849
66-75	\$184,411

\* The mean excludes the bar members with the four highest incomes, which all exceeded \$3 million. The results include full-time and part-time total incomes, from respondents in both the private and public sectors, and income from members who are retired.  
(The Missouri Bar Economic Survey, 2009)

Even setting private law firms aside, Missouri judicial salaries do not compare with those of deans and full professors at public law schools in Missouri and surrounding states – even before considering the bonuses, textbook royalties or other payments that such professors may receive. Minimizing this gap would help the judiciary attract and retain the best possible intellectual candidates from a range of backgrounds.



## APPENDIX G SCHEDULE OF COMPENSATION

G - 49

**Table 8. Salaries at Public Law Schools in Missouri and Adjacent States**

Law School	Dean	Full Professor
University of Oklahoma	\$335,634	\$175,553
University of Iowa	\$304,000	\$164,606
University of Illinois	\$285,000	\$184,983
University of Nebraska	\$270,050	\$160,485
University of Kansas	\$248,000	\$158,638
University of Missouri	\$230,420	\$156,673
University of Tennessee	\$220,000	\$141,048
University of Arkansas	\$199,100	\$131,343

### IV. Public Employee Salary Comparisons

Large numbers of other public employees in Missouri make more – in some cases, substantially more – than any judge in Missouri, including the chief justice. These employees represent state, county, district and even municipal entities. This is not to say those positions are not deserving of the salaries they are paid or benefits to which they are entitled; it merely raises the question of why judges who serve the state are not entitled to salaries and benefits that at least begin to approach the compensation levels of other public employees in Missouri.

For example, there are 683 non-physician employees of public universities whose average base salary (not counting textbook royalties, bonuses, or other payments to which some of these employees may be entitled) exceed by nearly \$49,000 the salary of all Missouri state judges.

**Table 9. Public University Employees – Excluding Physicians**

Classification	# of Employees	Average Salary
University Athletics	21	\$208,574.33
University Professors	470	\$189,847.80
University Administration	192	\$184,214.44
	683	\$188,473.98

Focusing just on the leaders of Missouri's public universities, the lowest-paid president or chancellor earns nearly \$39,500 more than the state's chief justice, who by constitution effectively serves as the chief executive officer for the third branch of government.

## APPENDIX G

### SCHEDULE OF COMPENSATION

Table 10. Public University President and Chancellor Salaries for Fiscal 2009

Institution	Base Salary
University of Missouri system (President)	\$399,999
University of Missouri-Columbia (Chancellor)	\$324,383
University of Missouri-St. Louis (Chancellor)	\$292,578
Missouri University of Science and Technology (Chancellor)	\$289,460
University of Missouri-Kansas City (Chancellor)	\$285,000
Missouri State University	\$267,372
Northwest Missouri State University	\$224,762
University of Central Missouri	\$223,891
Harris-Stowe State University	\$209,634
Truman State University	\$200,000
Southeast Missouri State University	\$194,109
Missouri Southern State University	\$180,000
Missouri Western State University	\$180,000
Lincoln University	\$179,025

Among state executive-branch departments, 12 executives – only four of whom hold cabinet-level positions – are paid more than the executive of the judicial branch.

Table 11. Non-University State Executive Employee Salaries

Agency	Title	Salary
Department of Mental Health	Medical Administrator	\$233,552
Department of Mental Health	Medical Administrator	\$189,722
Department of Elementary and Secondary Education	Commissioner	\$185,400
Department of Mental Health	Division Director	\$167,515
Department of Social Services	Division Director	\$167,376
Department of Social Services	Deputy Division Director	\$166,824
Department of Transportation	Director	\$158,244
Department of Higher Education	Director	\$155,004
Department of Elementary and Secondary Education	Deputy Commissioner	\$154,512
Department of Conservation	Director	\$150,348
Department of Mental Health	Medical Director	\$143,463
Department of Social Services	Special Assistant Professional	\$140,000

Among the state's school superintendents, 63 – serving districts representing a wide variety of locations and populations – are paid more than any Missouri state judge, with an average salary of \$176,939, or more than \$37,000 more than the chief justice's salary.

# **APPENDIX G** **SCHEDULE OF COMPENSATION**

**G - 51**

**Table 12. Missouri Public School District Superintendent Salaries**

	District Name	Salary		District Name	Salary
1	Kansas City 33	\$250,000	33	Fort Osage R-I	\$172,000
2	Kirkwood R-VII	\$240,000	34	Afton 101	\$169,792
3	St. Louis City	\$225,004	35	Webster Groves	\$168,000
4	Parkway C-2	\$223,930	36	Hickman Mills C-1	\$167,900
5	Ferguson-Florissant R-II	\$221,025	37	Jennings	\$166,138
6	Clayton	\$218,158	38	Grandview C-4	\$163,013
7	Park Hill	\$213,000	39	Joplin Schools	\$161,600
8	Special Sch. Dist. of St. Louis Co.	\$210,899	40	Rockwood R-VI	\$161,081
9	Fox C-6	\$207,393	41	Center 58	\$160,361
10	Brentwood	\$207,000	42	Springfield R-XII	\$156,193
11	Independence 30	\$205,000	43	Bismarck R-V	\$155,000
12	North Kansas City 74	\$205,000	44	Lawson R-XIV	\$155,000
13	Lindbergh Schools	\$204,750	45	Ritenour	\$154,870
14	University Academy	\$200,000	46	Windsor C-1	\$154,600
15	Ritenour	\$196,046	47	Union R-XI	\$154,375
16	Hazelwood	\$196,000	48	Ste. Genevieve Co. R-II	\$154,354
17	Wentzville R-IV	\$194,675	49	Troy R-III	\$152,951
18	Lee's Summit R-VII	\$192,500	50	Warren Co. R-III	\$151,000
19	Francis Howell R-III	\$192,019	51	Bayless	\$150,270
20	Blue Springs R-IV	\$190,000	52	Camdenton R-III	\$150,200
21	St. Charles R-VI	\$189,263	53	Liberty 53	\$150,000
22	Belton 124	\$189,136	54	Branson R-IV	\$149,580
23	Orchard Farm R-V	\$186,840	55	Valley Park	\$149,537
24	University City	\$182,980	56	Republic R-III	\$147,676
25	Mehlville R-IX	\$181,913	57	Waynesville R-VI	\$146,730
26	Ladue	\$180,000	58	Carthage R-IX	\$146,595
27	Columbia 93	\$180,000	59	De Soto 73	\$145,530
28	Jefferson City	\$178,000	60	Potosi R-III	\$145,000
29	Northwest R-I	\$175,884	61	Hancock Place	\$143,222
30	Raytown C-2	\$175,100	62	Nixa R-II	\$142,407
31	Ft. Zumwalt R-II	\$174,520	63	Hillsboro R-III	\$141,750
32	Maplewood-Richmond Heights	\$174,369			

The compensation disparity extends to other local government employees as well. There are at least 35 employees of county- or special district-level entities who earn more than any Missouri state judge.

Of particular note is the salary of a Kansas City municipal judge – \$144,875 per year – which exceeds that of the state's chief justice by more than \$5,000.

The work of a municipal judge – or any of these city-, district- or county-level employees – is busy and important. Certainly local governmental entities must recruit expertise from both the public and private sector to ensure the best services possible are delivered to local citizens. The average citizen, however, might wonder what makes employment in a local government entity more valuable than that of the judges who must decide cases affecting the lives of Missouri citizens throughout the state.

## APPENDIX G

### SCHEDULE OF COMPENSATION

Table 13. Salaries of Certain Missouri County, Special District or Municipal Executives

Entity	Title	Salary
Springfield	City Manager	\$195,312
St. Louis Metropolitan Sewer District	Executive Director	\$193,384
St. Louis Metropolitan Sewer District	General Counsel	\$190,600
St. Louis	Director of Airports	\$189,046
Kansas City	City Manager	\$187,200
Kansas City	Director of Aviation	\$161,460
Kansas City	Director of Parks and Recreation	\$161,460
Kansas City	Director of Convention and Entertainment	\$159,240
Kansas City	Director of Health	\$157,320
Kansas City	City Attorney	\$154,032
Kansas City	Fire Chief/Director	\$153,204
St. Louis Metropolitan Sewer District	Director of Engineering	\$152,100
Columbia	City Manager	\$151,270
St. Louis	Airport Senior Deputy Director	\$151,138
Kansas City	Director of Public Works	\$150,576
St. Louis	Airport Deputy Director of Finance	\$150,072
St. Louis	Airport Deputy Director of Planning	\$150,072
St. Louis Metropolitan Sewer District	Director of Finance	\$150,000
Kansas City	Director of Human Resources	\$149,340
St. Louis County	Chief Operating Officer	\$148,445
St. Louis County	County Counselor	\$148,445
St. Louis County	Director of Health	\$148,445
St. Louis County	Director of Public Works	\$148,445
St. Louis Metropolitan Sewer District	Secretary Treasurer	\$147,672
St. Louis County	Executive Assistant to County Executive	\$146,220
Kansas City	Retirement System EO	\$145,152
Kansas City	Senior Associate City Attorney	\$145,152
Kansas City	Director, Neighborhood & Community Service	\$144,996
Kansas City	Municipal court judge (eight judges)	\$144,875
St. Louis	Mayor's Chief of Staff	\$142,402
St. Louis	President of Public Service	\$142,402
Kansas City	Chief Information Officer	\$141,120
Kansas City	Assistant City Manager	\$140,004
St. Louis County	County Executive	\$140,000
St. Louis County	Director, Research & Medical Services	\$140,000
Supreme Court judge		\$137,634

#### V. Adequate Compensation for Judges

Portions of compensation for other state officials is tied to a federal index – the per diem Missouri's legislators receive is based on a percentage of the per diem received by their counterparts at the federal level. Using this as a model, one suggestion for setting judicial pay might be to base the salaries of Missouri's judges on a percentage of their closest counterparts at the federal level. While it is not anticipated that Missouri judicial salaries reach the same level of pay as the federal bench, the gap ought not be so wide that the pay for even the chief justice

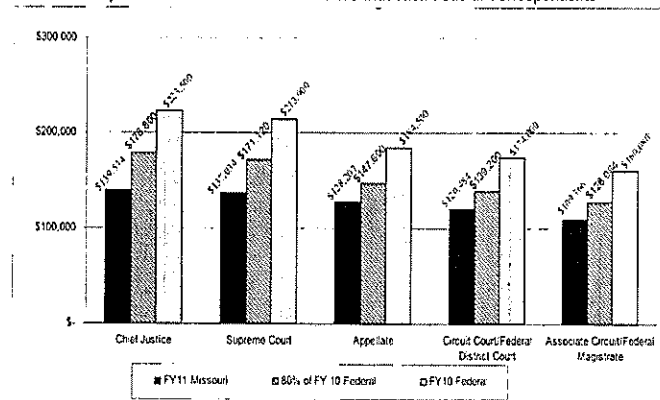
## APPENDIX G SCHEDULE OF COMPENSATION

G - 53

of Missouri is substantially lower – more than \$20,500 lower, in fact – than the pay for the lowest-level federal judge (a magistrate).

Setting the state judges' salaries at, for example, 80 percent of the corresponding federal judges' salaries would eliminate future political struggles over judicial pay while providing a transparent, easily understood method for establishing judicial salaries. Such an index also takes into account the nation's economic condition, assuming Congress would not raise federal judges' salaries if doing so were not fiscally appropriate. The table below illustrates this comparison:

**Table 14. Comparison of Missouri Judicial Salaries with Their Federal Correspondents**



Such an index would provide a meaningful increase for Missouri's judges and would keep their salaries in the middle third of state judicial pay in all categories.

### VI. Past Compensation Plans

Compensation of Missouri's judges – as well as legislators and statewide executive officers – is subject only to the recommendations of this commission and subsequent action by the General Assembly. Of these state officers, only judges are career employees. Past commissions have demonstrated exemplary understanding of the unique needs of the state's judges, particularly in light of other factors affecting judicial recruitment and retention, and have made solid recommendations regarding judicial pay. Setting appropriate salaries, however, is only part of the difficult task faced by the commission.

The legislature has not always approved the commission's pay plans. "For most of Missouri's history, ... legislators have had difficulty increasing ... compensation and many legislators have found it popular to oppose them." (David Valentine, *Citizens' Commission on Compensation for Elected Officials*, Report 07-2008, revised February 2008. Missouri Legislative Academy, Institute of Public Policy, Harry S. Truman School of Public Affairs, University of Missouri-Columbia, at Page 2.) The commission was established by vote of Missouri's citizens at the November 1994 general election and made its first recommendations two years later. Originally,

## APPENDIX G

### SCHEDULE OF COMPENSATION

the General Assembly could disapprove the commission's recommendations by a simple majority vote, and the General Assembly also had the ability to withhold some or all of the funding for the commission's recommendations. In November 2006, Missouri voters amended the constitution so the commission's recommendations automatically would take effect and would be funded unless two-thirds of both chambers of the General Assembly specifically disapproved the recommendations. This "revision specifically was designed to overcome legislators' aversion to approving pay raises for themselves and other elected officials." (Valentine at Page 3.)

**Table 15. History of Citizens' Commission on Compensation Reports**

Year	Commission recommendation	General Assembly action	COLAs for average state workers
1996	For fiscal 1998, set judicial salaries at: <ul style="list-style-type: none"> <li>Chief Justice – \$122,500</li> <li>Supreme Court judge – \$120,000</li> <li>Court of Appeals judge – \$112,000</li> <li>Circuit judge – \$105,000</li> <li>Associate circuit judge – \$99,000</li> </ul> For fiscal 1999, recommended judges receive a COLA as appropriated by the legislature and approved by the governor.	The General Assembly disapproved the report (SCR 3 passed; HCR 3 failed) but, through the appropriations process, granted COLAs of 2.9 percent for fiscal 1998 and about 5.1 percent for fiscal 1999.	For fiscal 1998, granted 1-percent plus a one- or two-step increase.  For fiscal 1999, granted 1-percent plus a one- or two-step increase.
1998	For fiscal 2000, set judicial salaries at: <ul style="list-style-type: none"> <li>Chief Justice – \$122,500</li> <li>Supreme Court judge – \$120,000</li> <li>Court of Appeals judge – \$112,000</li> <li>Circuit judge – \$105,000</li> <li>Associate circuit judge – \$93,000</li> </ul> For fiscal 2001, set judicial salaries at: <ul style="list-style-type: none"> <li>Chief Justice – \$128,500</li> <li>Supreme Court judge – \$126,000</li> <li>Court of Appeals judge – \$118,000</li> <li>Circuit judge – \$111,000</li> <li>Associate circuit judge – \$99,000</li> </ul>	The General Assembly did not disapprove the report (both HCR 6 and SCR 9 failed), which became effective July 1, 1999.  The General Assembly appropriated the salaries as recommended for fiscal 2000, but the governor vetoed the appropriation.  For fiscal 2001, the legislature appropriated salaries at: <ul style="list-style-type: none"> <li>CJ – \$125,500</li> <li>SCJ judge – \$123,000</li> <li>CAApp – \$115,000</li> <li>Circuit – \$108,000</li> <li>Associate – \$96,000</li> </ul>	For fiscal 2000, granted 1-percent plus a one- or two-step increase.  For fiscal 2001, granted \$800 plus a one-step increase effective July 1, 2000, plus another \$420 effective Jan 1, 2001.
2000	For fiscal 2002 and again in fiscal 2003, each judge to receive a 5.5-percent increase in base salary. For fiscal 2002 only, associate circuit judges to receive an additional \$1,000.	The General Assembly disapproved the report (SCR 2 passed; HCRs 7 and 8 failed) and did not appropriate any COLAs.	The previous \$420 COLA continued for the remainder of fiscal 2002.  No COLA granted for fiscal 2003.
2002	For fiscal 2004 and again in fiscal 2005, each judge to receive a \$6,000 increase in base salary.	The General Assembly disapproved the report (SCR 1 passed; HCR 4 failed) and did not appropriate any COLAs.	For fiscal 2004, granted \$50 to only those earning less than \$40,000 annually.  For fiscal 2005, granted \$1,200.
2004	No commission members were appointed, so there was no commission to meet.	Because there was no commission, there was no report. No COLA was appropriated separately.	For fiscal 2006, no COLA.  For fiscal 2007, granted 4-percent.

## APPENDIX G SCHEDULE OF COMPENSATION

G - 55

Year	Commission recommendation	General Assembly action	COLAs for average state workers
2006	For fiscal 2008, each judge to receive an increase of \$1,200 plus 4 percent (the same amounts received as COLA by average state workers since 2000). Associate circuit judges to receive an additional \$2,000. Each judge also to receive any COLA recommended for average state workers for fiscal 2008.  For fiscal 2009, each judge to receive any COLA recommended for average state workers for fiscal 2009.	The General Assembly did not disapprove the report (both HCR 3 and SCR 4 failed), which became effective July 1, 2007. All increases, including the COLAs for each fiscal year, were appropriated as recommended.	For fiscal 2008, granted 3-percent.  For fiscal 2009, granted 3-percent.
2008	Each judge to receive any COLA increase recommended for the average state worker. Associate circuit judges to receive a \$1,500 increase in fiscal 2009 and again in fiscal 2010.	The General Assembly disapproved the report (HCR 5 passed; SCR 6 failed) and did not appropriate any COLAs.	No COLAs granted for either fiscal year.

### VII. Conclusion – Possible Solutions

The current salaries of Missouri's judges – ranging from \$109,366 for associate circuit judges to \$139,534 for the chief justice – do not reflect the complexity and difficulty of the tasks judges are asked to perform, especially in comparison with the salaries paid to judges in other states, to private attorneys in Missouri and to a wide variety of public employees in Missouri. If Missouri's judges continue to receive less than a parks and recreation director in a major municipality, or less than the average junior partner in a Missouri law firm, the judicial profession will suffer a decline in quality and stature that could diminish the justice our citizens are able to receive.

Although ongoing economic challenges preclude this commission from remedying these compensation issues immediately, the commission has an opportunity now to ensure this disparity will be rectified once economic conditions improve. To help avoid the fate many previous commission reports have fared, it might be useful to propose a different kind of report, both in its recommendations and its structure, to ensure its success.

One solution might be to employ a phased-in recommendation structure. This two-pronged approach would involve proposing a salary structure that meets the long-term, ongoing need for appropriate judicial compensation by indexing Missouri judicial salaries at 80 percent of the corresponding federal judicial salaries (as discussed above in section V). The second prong would involve delaying payment of that new salary structure to ensure balance between salary needs and economic recovery. To achieve this balance, the commission might designate that the new salary structure would take effect only if certain sustained economic growth is achieved in Missouri and even then not before fiscal 2013.

The commission also might issue separate reports for each branch of government. Public debate in legislative committees and on the floor of both chambers of the General Assembly has indicated broad support for judicial pay increases. These increases typically have not been approved, however, because the legislators' and statewide elected officials' proposed salaries are included in the same report as the judges' proposed salaries – and legislators do not want to raise their own pay. Separating the proposals into individual reports, one for each branch, would permit each to be approved or disapproved on its own merits or, as has seemed to be the case in the past, within its own unique political context.

APPENDIX G  
SCHEDULE OF COMPENSATION

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APPENDIX G  
SCHEDULE OF COMPENSATION

G - 57



Missouri Citizens' Commission on Compensation for Elected Officials

November 25, 2014

The Honorable Jason Kander  
Secretary of State  
600 West Main Street  
Jefferson City, MO 65102

Russ Hembree  
Director, Joint Committee on Legislative Research  
Reviser of Statutes  
117-A State Capitol Building  
201 W. High Street  
Jefferson City, MO 65101

Dear Secretary of State Kander and Mr. Hembree:

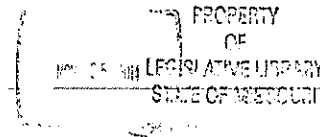
Article XIII, section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file its report no later than December 1.

The Commission hereby files its report. The report is attached and contains the schedule of compensation required.

Sincerely,

A handwritten signature in black ink, appearing to read "Charlie Schlottach".

Mr. Charlie Schlottach  
Chair

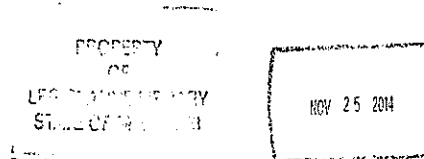


APPENDIX G  
SCHEDULE OF COMPENSATION



**Report of the Missouri  
Citizens' Commission on  
Compensation for Elected  
Officials**

**November 25, 2014**



APPENDIX G  
SCHEDULE OF COMPENSATION

G - 59



Report of the  
Missouri Citizens' Commission on Compensation for Elected Officials

November 25, 2014

A. INTRODUCTION

Pursuant to article XIII, section 3 of the Missouri Constitution, we submit to and file with your office the report and compensation schedule of the Missouri Citizens' Commission on Compensation for Elected Officials.

It has been the distinct honor for those of us who have been appointed to this Commission to serve the citizens of Missouri and to fulfill our responsibilities under the Missouri Constitution. The Citizens' Commission consists of 21 members. Eight members of the Commission were selected at random by the secretary of state from each congressional district from the registered voter rolls, twelve members were appointed by the governor, and one member is a retired judge appointed by the judges of the Supreme Court. The composition of the Commission reflects the diversity of our great state. By design, representation was drawn from all regions of the state and each member that participated gave focused attention to the task. As a result, unanimity of opinion was not achieved. Recognizing this, the Commission worked diligently to fairly strike that balance between adequate compensation and budgetary restraints, and consensus was reached for each compensation decision outlined in this report.

Because there were no members appointed or selected for the commission in 2012, no report was filed that year. Knowing this, our Commission was determined to meet with due diligence and to contribute the time and effort necessary, without compensation, to fulfill our constitutional obligations as commissioners for the public good. A list of the Commission's duly appointed members is included with the attached report. Our primary obligation is to the citizens and taxpayers of Missouri to put forth our best efforts to compensate our state's leaders—who have not received increased compensation for the last seven years—in a fair and equitable way with deference to budget constraints, economic conditions, and the ability of the state to sufficiently fund vital services.

This Commission believes that the elected officials of our state in the executive and legislative branches should now be given due compensation for their commitment to public service and recommends compensation levels that will encourage and allow Missouri citizens to consider a public servant role in the State of Missouri. There are and will always be sacrifices to public service, but compensation levels should not be so low as to discourage the majority of citizens from participation. The Commission has taken notice of the disparity that currently exists between amounts paid to both the General Assembly and statewide elected officials, and the responsibility associated with each of these positions.

Based on testimony from witnesses and an analysis of evidence considered by the Commission, the Commission has determined that compensation for these offices does not correctly reflect their required responsibilities. Members of the General Assembly are not only defenders of the Missouri Constitution, but they are also expected to understand complicated public policy issues, including such issues as education and health care. The Commission also notes that the legislature is called upon to wrestle with complicated fiscal issues such as balancing Missouri's 27 billion dollar budget. Much is expected of our

## APPENDIX G

### SCHEDULE OF COMPENSATION

public office holders and appropriate compensation for these critical positions is essential if we are to encourage Missouri citizens to consider public office.

While we are also required to review the compensation of judges, the 2010 Commission recommended the compensation of judges be aligned with the commensurate judicial position in the federal system based upon the similarity of work. We feel that the recommendation was fair and equitable; therefore, our recommendation of compensation for judges remains as it was in the 2010 recommendation.

Our Commission met and held four public hearings across the state to hear testimony about this important subject. The Commission believes that the compensation of all elected officials subject to this report is a lower remittance for positions of this importance. Based on available data, our elected officials are underpaid based upon duties and responsibilities associated with like positions throughout the nation. A significant minority of the Commission believes that the current economic conditions and the accompanying budget constraints on essential services make it challenging to recommend any increase in salaries for state officials at this time in excess of the COLA that the budget and appropriation process makes available to all state employees. However, additional data from the 2014 Moody's analysis provides that Missouri's economic recovery is accelerating in line with the national average and that Missouri will strengthen over the next several quarters due to an improvement in the job market. This analysis suggests to a majority of the Commission that the future economic state of Missouri now will permit the consideration of justifiable changes in compensation levels of elected officials based upon relative merit and comparable data.

The Commission urges every member of the General Assembly to consider this report in that context, knowing that a democracy can only be as strong as its most vulnerable citizens. Should we on this Commission, and those persons in the General Assembly, not do all we can to ensure all elected officials are as fairly compensated as can be reasonably expected? We believe we owe the citizens of this state nothing less.

#### B. OFFICIAL SCHEDULE OF COMPENSATION

##### 1) FOR MEMBERS OF THE GENERAL ASSEMBLY

This schedule specifically authorizes a two year compensation approach for each member of the General Assembly.

The compensation payable to all members of the State of Missouri General Assembly for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased by \$2000 each year, for a total increase of \$4000. This equates to approximately an 11% total increase over the two-year period for senator and representative positions. The percentage increase is slightly lower for leadership as the Commission recommends increasing compensation by the same dollar amount for all members in order to maintain the leadership differentials outlined in Sec. 21.140, RSMo. The following chart shows the specific dollar amounts each General Assembly member position shall be paid in each year.

General Assembly Members	FY 2016	FY 2017
Senators	\$37,915	\$39,915
Senate President Pro Tem	\$40,415	\$42,415
Senate Majority Floor Leader	\$39,415	\$41,415
Senate Minority Floor Leader	\$39,415	\$41,415
Representatives	\$37,915	\$39,915
Speaker of the House	\$40,415	\$42,415
Speaker Pro Tem of the House	\$39,415	\$41,415
House Majority Floor Leader	\$39,415	\$41,415
House Minority Floor Leader	\$39,415	\$41,415

The total additional cost to the state of Missouri for the recommended salary adjustments to all General Assembly members is \$394,000 in FY 2016 and an additional \$394,000 in FY 2017.

## APPENDIX G SCHEDULE OF COMPENSATION

G - 61

To the extent members of the General Assembly are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent members of the General Assembly are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

### 2) FOR STATEWIDE ELECTED OFFICIALS

This schedule specifically authorizes a two year compensation approach for all statewide elected officials.

The compensation payable to the Governor of the State of Missouri for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased 8% each year, which brings the salary equivalent to \$144,527 for FY 2016 and \$156,089 for FY 2017.

The compensation payable to the Lieutenant Governor of the State of Missouri for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased by \$4,757 each year, for a total increase of \$9,514. This equates to approximately an 11% total increase over the two-year period of FY 2016 and FY 2017. The Commission bases its recommendation for the Lieutenant Governor's salary adjustment on the position's responsibilities as ex officio president of the senate. The Commission believes the most equitable salary adjustment is one that is in proportion to the Commission's recommended salary adjustment for the General Assembly members.

The compensation payable to the Attorney General of the State of Missouri for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased by 8% each year, which brings the salary equivalent to \$125,752 for FY 2016 and \$135,812 for FY 2017.

The compensation payable to the State of Missouri Treasurer, the Missouri Secretary of State, and the State of Missouri Auditor for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased 8% each year, which brings the salary equivalent to \$116,366 for FY 2016 and \$125,675 for FY 2017.

The total additional cost to the state of Missouri for the recommended salary adjustments to all statewide elected officials is \$50,638 in FY 2016 and an additional \$54,306 in FY 2017.

To the extent statewide elected officials are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent statewide elected officials are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

### 3) FOR JUDGES

This schedule specifically authorizes a compensation structure identical to the recommendation in the 2010 report. The state judges' salaries shall be indexed to the commensurate judicial position in the federal system.

**Official Schedule of Judicial Salaries for Fiscal 2015 - 2017**

Fiscal	Chief Justice	Supreme Court Judge	Court of Appeals	Circuit Judge	Associate Circuit Judge
2015	\$176,295	\$168,636	\$154,176	\$145,343	\$133,716
2016	\$178,089	\$170,292	\$155,709	\$146,803	\$135,059
2017*	69% of federal chief justice salary	69% of federal Supreme Court associate justice salary	73% of federal circuit court of appeals judge salary	73% of federal district court judge salary	73% of federal magistrate salary

2017\* Due to the federal fiscal calendar, a potential judicial increase will not be available until October 2017 but will remain at the above referenced percentage rate.

## APPENDIX G

### SCHEDULE OF COMPENSATION

To the extent judges are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent judges are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

#### C. CONCLUSION

The members of the Commission had the opportunity to review the 2008 and 2010 reports of the previous commissions and quickly understood the daunting task at hand. Without regard to the political affiliations of any current legislative or executive office holder, the Commission respectfully examined the value of each of these positions relative to their respective responsibilities. The statewide elected appointments are full-time positions and, when compared with similar private or public entities, the Commission determined that these positions are substantially underpaid for the responsibilities required. Indeed, the Commission here notes one such example of this pay disparity: currently in FY 2015, the compensation for full-time county prosecutors in Missouri exceeds the salary of the Attorney General by almost \$18,000.00 (approximately 15%). (Sec. 56.265.1, RSMo).

Additionally, the Commission determined that although the legislator position may appear to be a part-time role in a citizens' legislature, the time required for the person elected to one of these positions is most often a full-time responsibility. The position entails more than just a January to mid-May, Monday through Thursday schedule. Constituents need their legislators available for comments, concerns, and assistance year-round.

The Commission accepted the comparative salary information, the constitutional duties for the elected positions, and other relevant data requested and provided in its consideration of appropriate compensation. We noted that the statewide elected officials and legislators have foregone raises for the past seven years. This information provided the basis for the analysis of the salary gaps existing between Missouri public servants and other states' public servants and private entities. Therefore, we feel it is important to begin a process of compensating these individuals an appropriate "worth value" for their services, and this is the first step toward resolving such inequities.

In addition to the foregoing summary of its activities and the adoption of the constitutionally mandated schedule of compensation for statewide elected officials, members of the General Assembly, and Article V Judicial Department, this Commission believes as did the 2010 Commission, that greater care should be given to the process and timing of the constitution of the Commission and more time should be allowed for the Commission to organize and to receive and analyze information in a more deliberative fashion. Additional time would also afford the general public with a fair and ample opportunity to offer public testimony. During the short window of time, the Commission heard from two public witnesses (as compared with zero in 2010). The citizenry needs and deserves a more meaningful opportunity to participate in this important process.

The Commission would also benefit from formal testimony or communication from each of the state's constitutional officers, from a representative of the state's judiciary, and from the leadership from both houses of the General Assembly. Information from these officers will provide the Commission with a deeper understanding of their view of these issues. Although their testimony would in no way bind the deliberations of the Commission, their perspectives would serve to better inform the Commission.

This Commission met five times, including four public hearings and one final voting meeting. The meeting information is referenced in Section D of this report, which also includes a list of the Commission members.

The Commission wishes to thank those persons who testified before this body, providing invaluable information to the Commission. We hope that this report is given appropriate consideration to achieve a

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 63**

fair and equitable compensation for our Missouri leaders, with the expectation that it will encourage and allow even more Missouri citizens to consider a public servant role.

**D. MEETING INFORMATION AND COMMISSION MEMBERSHIP**

The Commission met and received testimony at four public meetings as required by the constitution:

- |  |   |
|--|---|
| 1. November 10, 2014<br>1PM<br>Harry S Truman Building<br>301 W. High, Room 510<br>Jefferson City, MO                    | 4. November 18, 2014<br>10AM<br>Fletcher Daniels State Office Building<br>615 East 13 <sup>th</sup> Street, Room 503<br>Kansas City, MO |
| 2. November 12, 2014<br>1PM<br>Missouri Dept. of Natural Resources<br>2040 West Woodland<br>Springfield, MO              | 5. November 25, 2014<br>9AM<br>Harry S Truman Building<br>301 W. High, Room 510<br>Jefferson City, MO                                   |
| 3. November 14, 2014<br>1PM<br>Wainwright State Office Bldg.<br>111 N. 7 <sup>th</sup> Street, Room 923<br>St. Louis, MO |   |

The members of the 2014 Citizens' Commission on Compensation are:

James B. Anderson (D), of Springfield;	Judy M. Wright (D), of Turney;
Daniel Clemens (R), of Marshfield;	Kristin Alexander (D), of Independence;
Larry G. Forkner (R), of Richards;	Tamara Daughtrey (D), of Bolivar;
Jon R. Gray (D), of Kansas City;	Gwenda Hawk (R), of Parkville;
Gary R. Jones (D), of O'Fallon;	Neal Newland (R), of Union;
Daniel B. Linza Sr. (R), of Kirkwood;	Carol Roeder (D), of Ballwin;
Gary Dalton Murphy, III (D), of Bernie;	Ralph Smith (R), of Amsterdam;
Robert E. Perry (R), of Bowling Green;	Kathleen Warren (R), of Valles Mines;
J. Michael Ponder (D), of Cape Girardeau;	Katherine Whipple (D), of St. Louis, and
Charles Schottach (R), of Owensville;	Booker T. Shaw, of St. Louis.
Lynn Wallis (R), of Cuba;	

**E. ADDITIONAL INFORMATION**

Attached to this report is the informational report provided to the Commission before it began meeting. This informational report formed a basis for many of the Commission's discussions.

# **APPENDIX G** **SCHEDULE OF COMPENSATION**

Table 1. Comparison of Missouri Judicial Salaries to All Other States (as of Jan. 1, 2014)

Highest Court	Appellate Court		Trial Court		
California	\$221,292	California	\$207,663	District of Columbia	\$199,100
Illinois	\$213,552	Illinois	\$209,692	Hawaii	\$185,736
District of Columbia	\$211,200	Hawaii	\$199,908	Illinois	\$184,436
Hawaii	\$206,184	Pennsylvania	\$188,903	Alaska	\$183,252
Pennsylvania	\$200,205	Alaska	\$187,236	California	\$181,292
Alaska	\$198,192	Alabama	\$178,878	Delaware	\$180,233
Delaware	\$191,860	New Jersey	\$175,534	Pennsylvania	\$173,791
Virginia	\$188,949	Virginia	\$173,177	New York	\$167,000
New Jersey	\$185,482	Tennessee	\$171,108	Tennessee	\$165,204
New York	\$184,800	New York	\$170,709	New Jersey	\$165,000
Alabama	\$180,005	Georgia	\$166,186	Virginia	\$162,578
Tennessee	\$176,988	Connecticut	\$160,727	Nevada	\$160,000
Connecticut	\$171,134	Washington	\$159,455	Georgia	\$155,252
Iowa	\$170,544	Texas	\$158,500	Connecticut	\$154,599
Nevada	\$170,000	Indiana	\$157,014	Washington	\$151,809
Texas	\$168,000	Iowa	\$154,556	Wyoming	\$150,000
Washington	\$167,505	Florida	\$154,140	Rhode Island	\$149,207
Georgia	\$167,210	Maryland	\$154,108	Texas	\$149,000
Maryland	\$166,968	Michigan	\$151,441	Florida	\$146,060
Rhode Island	\$165,726	Massachusetts	\$150,087	Arizona	\$145,000
Wyoming	\$165,000	Arizona	\$150,000	Maryland	\$144,908
Michigan	\$164,610	Louisiana	\$148,962	Massachusetts	\$144,694
Florida	\$162,300	Nebraska	\$145,251	Iowa	\$143,897
Indiana	\$161,524	Arkansas	\$143,547	Louisiana	\$143,253
Massachusetts	\$160,984	Minnesota	\$143,034	Nebraska	\$141,428
Louisiana	\$159,064	Utah	\$141,550	Michigan	\$139,919
Arizona	\$155,000	Colorado	\$138,957	New Hampshire	\$139,871
Nebraska	\$152,895	South Carolina	\$137,753	Arkansas	\$138,982
Minnesota	\$151,820	Wisconsin	\$137,681	Alabama	\$134,943
New Hampshire	\$149,121	Missouri (30th)	\$136,685	Lith	\$134,800
Utah	\$148,300	North Carolina	\$133,109	Minnesota	\$134,289
Arkansas	\$148,108	Ohio	\$132,000	South Carolina	\$134,221
Missouri (30th)	\$147,591	Kansas	\$131,518	Indiana	\$134,112
Wisconsin	\$145,942	Oklahoma	\$130,410	Colorado	\$133,228
Colorado	\$144,688	Kentucky	\$130,044	North Dakota	\$131,661
North Dakota	\$143,685	Oregon	\$127,820	Vermont	\$131,040
Ohio	\$141,600	Idaho	\$120,900	Wisconsin	\$129,887
South Carolina	\$141,286	New Mexico	\$118,682	Missouri (30th)	\$127,029*
North Carolina	\$138,896	Mississippi	\$114,994	West Virginia	\$126,000
Vermont	\$137,842	Delaware	N/A	North Carolina	\$125,875
Oklahoma	\$137,655	District of Columbia	N/A	Kentucky	\$124,620
West Virginia	\$136,000	Maine	N/A	Oklahoma	\$124,373
Kansas	\$135,905	Montana	N/A	Ohio	\$121,350
Kentucky	\$135,504	Nevada	N/A	Kansas	\$120,037
Oregon	\$130,688	New Hampshire	N/A	Oregon	\$119,468
South Dakota	\$125,379	North Dakota	N/A	Montana	\$117,603
Montana	\$124,949	Rhode Island	N/A	South Dakota	\$117,099
New Mexico	\$124,928	South Dakota	N/A	Maine	\$115,336
Maine	\$123,073	Vermont	N/A	Idaho	\$114,300
Mississippi	\$122,460	West Virginia	N/A	New Mexico	\$112,747
Idaho	\$121,900	Wyoming	N/A	Mississippi	\$112,128

\* This salary is for circuit judges. Associate circuit judges and commissioners make \$116,838.40.  
Source: National Center for State Courts, [www.ncsc.org](http://www.ncsc.org), Survey of Judicial Salaries, Jan. 1, 2014.



# **APPENDIX G** **SCHEDULE OF COMPENSATION**

G - 65

**Table 2. Judicial Salaries in Missouri Compared with States with +/- 6,000,000 in Population (as of July 1, 2013)**

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Maryland - \$186,000	Tennessee - \$176,988	Tennessee - \$171,103	Tennessee - \$165,204
Tennessee - \$182,000	Maryland - \$166,908	Indiana - \$157,014	Arizona - \$145,000
Minnesota - \$167,000	Indiana - \$161,524	Maryland - \$154,108	Maryland - \$144,908
Mean (excluding MO) - \$168,300	Mean (excluding MO) - \$159,697	Mean (excluding MO) - \$152,161	Mean (excluding MO) - \$142,233
Indiana - \$162,000	Arizona - \$155,000	Arizona - \$150,000	Minnesota - \$134,260
Arizona - \$160,000	Minnesota - \$151,820	Minnesota - \$143,054	Indiana - \$134,112
Missouri - \$154,000	Missouri - \$147,591	Wisconsin - \$137,581	Wisconsin - \$129,887
Wisconsin - \$154,000	Wisconsin - \$145,942	Missouri - \$134,685	Missouri - \$127,020*

\* This salary is for circuit judges. Associate circuit judges and commissioners make \$116,858.40.

Source: National Center for State Courts, [www.ncsc.org](http://www.ncsc.org), *Survey of Judicial Salaries*, Jan. 1, 2014.

**Table 3. Judicial Salaries in Missouri Compared with States Adjacent to Missouri (as of July 1, 2013)**

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Illinois - \$213,552	Illinois - \$213,552	Illinois - \$200,992	Illinois - \$184,436
Tennessee - \$182,000	Tennessee - \$176,988	Tennessee - \$171,108	Tennessee - \$165,204
Iowa - \$179,000	Iowa - \$170,544	Iowa - \$154,556	Iowa - \$143,597
Mean (excluding MO) - \$164,283	Mean (excluding MO) - \$158,891	Mean (excluding MO) - \$150,928	Mean (excluding MO) - \$142,872
Arkansas - \$160,000	Nebraska - \$152,895	Nebraska - \$145,231	Nebraska - \$141,428
Missouri - \$154,000	Arkansas - \$148,108	Arkansas - \$143,547	Arkansas - \$138,962
Nebraska - \$152,895	Missouri - \$147,591	Missouri - \$134,685	Missouri - \$127,020*
Oklahoma - \$147,000	Oklahoma - \$137,655	Kansas - \$131,518	Kentucky - \$124,620
Kentucky - \$140,504	Kansas - \$135,905	Oklahoma - \$120,410	Oklahoma - \$124,373
Kansas - \$139,310	Kentucky - \$135,504	Kentucky - \$120,044	Kansas - \$120,037

\* This salary is for circuit judges. Associate circuit judges and commissioners make \$116,858.40.

Source: National Center for State Courts, [www.ncsc.org](http://www.ncsc.org), *Survey of Judicial Salaries*, Jan. 1, 2014.

## APPENDIX G

### SCHEDULE OF COMPENSATION

Table 4. Effect of 2011 Judicial Retirement Changes: A 4-% Pay Decrease

	Current Pay	4-% Retirement Withholding	Net Pay after Retirement Withholding
Chief Justice	\$154,000	\$6,160	\$147,840
Supreme Court Judge	\$147,591	\$5,904	\$141,687
Court of Appeals Judge	\$134,685	\$5,387	\$129,298
Circuit Judge	\$127,020	\$5,081	\$121,939
Associate Circuit Judge	\$116,858	\$4,674	\$112,184

Source: National Center for State Courts,  
www.ncsc.org, *Survey of Judicial Salaries*, Jan. 1, 2014

Table 5. Missouri Comparison of Judicial Salaries with Private-Practice Attorneys' Median Salaries

Position	Median
Senior partner	\$200,000
Partner	\$159,000
Chief Justice	\$154,000
Managing partner	\$150,000
Supreme Court Judge	\$147,591
Junior partner	\$135,000
Court of Appeals Judge	\$134,685
Circuit Court Judge	\$127,020
Of Counsel	\$125,000
Associate Circuit Judge	\$116,858
All full-time private practice	\$97,000
Sole practitioner	\$68,000
Other	\$65,000
Associate	\$62,000

Source: *The Missouri Bar Economic Survey-2013*,  
www.mobar.org

## APPENDIX G SCHEDULE OF COMPENSATION

G - 67

Table 6. Top Missouri Law Firms, By Profits per Partner

Firm	Profits per Partner
Baker Sterchi Cowden & Rice	\$1,211,000
Dentons	\$958,000
Shook, Hardy & Bacon	\$830,000
Bryan Cave	\$803,300
Polsinelli	\$686,000
Armstrong Teasdale	\$587,300
Husch Blackwell	\$570,300
Lewis Rice & Fingersh	\$555,000
Thompson Coburn	\$549,000
Stinson Leonard Street	\$539,000
Ogletree, Deakins, Nash, Smoak & Stewart	\$530,000
Lathrop & Gage	\$482,000
Carmody MacDonald	\$482,000
Sandberg Phoenix & von Gontard	\$465,700
Greensfelder, Hemker & Gale	\$433,000
Spencer Fane Britt and Browne	\$389,000
Gillmore & Bell	\$367,300
Brown & James	\$360,000
McDowell Rice Smith & Buchanan	\$331,900
Evans & Dixon	\$238,000
Supreme Court Judge	\$147,591

Source: Missouri Lawyers Weekly, molawyersmedia.com, Money 20, 2013 list

Table 7. Median Net Income of Missouri Attorneys, by Age Group

Age in Years	Median Net Income*
36-45	\$75,000
46-55	\$100,000
56-65	\$112,500
66-75	\$100,000

\* The results include full-time and part-time total incomes, from respondents in both the private and public sectors, and income from members who are retired.

Source: *The Missouri Bar Economic Survey-2013*, [www.mobar.org](http://www.mobar.org)

## APPENDIX G

### SCHEDULE OF COMPENSATION

Table 8. Public University President and Chancellor Salaries for Fiscal 2013

Institution	Base Salary
University of Missouri system (President)	\$453,347
University of Missouri-Columbia (Chancellor)	\$364,970
University of Missouri-St. Louis (Chancellor)	\$303,395
University of Missouri-Kansas City (Chancellor)	\$290,700
Missouri University of Science and Technology (Chancellor)	\$290,000
Missouri State University	\$275,000
University of Central Missouri	\$257,550
Northwest Missouri State University	\$238,500
Missouri Western State University	\$221,450
Truman State University	\$215,250
Southeast Missouri State University	\$211,009
Harris-Stowe State University	\$200,000
Lincoln University	\$200,000
Missouri Southern State University	\$185,400

Source: Missouri Department of Higher Education, [dhe.mo.gov/data](http://dhe.mo.gov/data), 2014 President's & Chancellor's Compensation Survey

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 69**

**Table 9. Missouri Public School District Superintendent Salaries**

District Name	Salary		
1 Lee's Summit R-VII	\$258,660	29 Valley Park	\$178,810
2 Kirkwood R-VII	\$257,220	30 Ft. Zumwalt R-II	\$177,315
3 Kansas City 33	\$250,000	31 Joplin Schools	\$175,000
4 Fox C-6	\$246,824	32 Jennings	\$175,000
5 Rockwood R-VI	\$234,600	33 Riverview Gardens	\$172,507
6 Special Sch. Dist. of St. Louis Co.	\$233,700	34 Fort Osage R-I	\$172,000
7 Lindbergh Schools	\$233,693	35 Grandview C-4	\$171,847
8 North Kansas City 74	\$233,322	36 Troy R-III	\$170,000
9 Parkway C-2	\$227,000	37 Branson R-IV	\$169,877
10 St. Louis City	\$225,004	38 Raymore-Peculiar R-II	\$169,200
11 Blue Springs R-IV	\$225,000	39 Ritenour	\$169,600
12 Independence 30	\$222,600	40 Ozark R-VI	\$167,935
13 Wentzville R-IV	\$221,760	41 Affton 101	\$167,000
14 Pattonville R-III	\$218,129	42 Festus R-VI	\$165,500
15 Ferguson-Florissant R-II	\$217,644	43 Center 58	\$165,172
16 Clayton	\$215,000	44 Peoria R-III	\$162,750
17 Orchard Farm R-V	\$201,037	45 Belton 124	\$161,635
18 Francis Howell R-III	\$195,993	46 Maplewood-Richmond Heights	\$160,000
19 Columbia 93	\$195,992	47 Excelsior Springs 40	\$159,650
20 Normandy	\$194,855	48 Kingston K-14	\$159,600
21 University City	\$192,238	49 Carthage R-IX	\$159,415
22 Ladue	\$190,900	50 Springfield R-XII	\$159,333
23 Jefferson City	\$189,500	51 Hancock Place	\$156,000
24 St. Charles R-VI	\$185,000	52 Ste. Genevieve Co. R-II	\$155,000
25 Webster Groves	\$181,500	53 Windsor C-1	\$154,627
26 Northwest R-I	\$180,369		
27 Raytown C-2	\$180,353		
28 Park Hill	\$180,000		

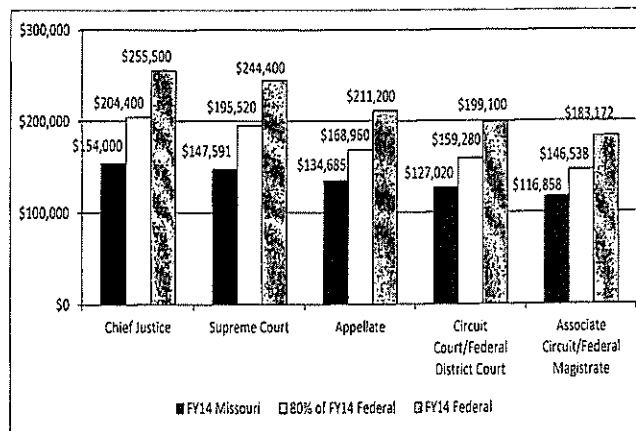
Source: Missouri Department of Elementary & Secondary Education,  
mde.doe.mo.gov/quickfacts, Superintendent Salaries (District) spreadsheet

## APPENDIX G

### SCHEDULE OF COMPENSATION

Table 10. Comparison of Missouri Judicial Salaries with Their Federal Correspondents

	FY14 Missouri	80% of FY14 Federal	FY14 Federal
Chief Justice	\$154,000	\$204,400	\$255,500
Supreme Court	\$147,591	\$195,520	\$244,400
Appellate	\$134,685	\$168,960	\$211,200
Circuit Court/Federal District Court	\$127,020	\$159,280	\$199,100
Associate Circuit/Federal Magistrate	\$116,858	\$146,538	\$183,172



**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 71**

**Table 11. Statewide Elected Officials and Legislature Salaries in Missouri Compared with Highest, Lowest, and Adjacent States to Missouri (as of February 2014)**

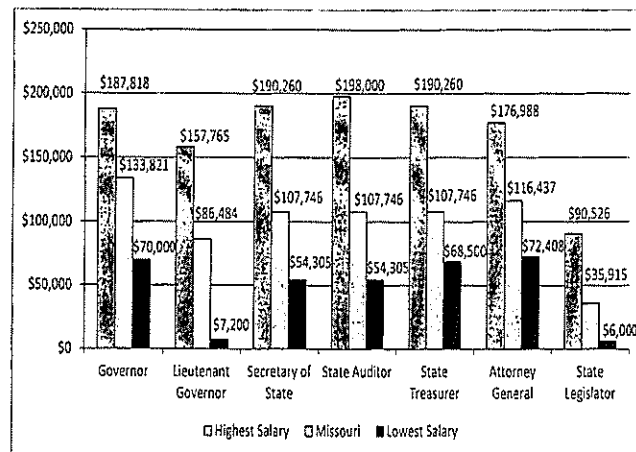
Governor	Lieutenant Governor	Secretary of State	State Auditor	State Treasurer	Attorney General	State Legislator
Pennsylvania (highest) \$187,818	Pennsylvania (highest) \$157,785	Tennessee (highest) \$190,260	Texas (highest) \$198,000	Tennessee (highest) \$190,260	Tennessee (highest) \$176,988	California (highest) \$90,526
Tennessee \$181,980	Tennessee \$80,609	Tennessee \$190,260	Tennessee \$190,260	Tennessee \$190,260	Tennessee \$176,988	Tennessee \$20,203
Illinois \$177,412	Illinois \$135,669	Illinois \$156,541	Illinois \$151,035	Illinois \$135,669	Illinois \$156,541	Illinois \$67,836
Oklahoma \$147,000	Oklahoma \$114,713	Oklahoma \$140,000	Oklahoma \$114,713	Oklahoma \$114,713	Oklahoma \$132,825	Oklahoma \$38,400
Kentucky \$138,012	Kentucky \$117,329	Kentucky \$117,329	Kentucky \$117,329	Kentucky \$117,329	Kentucky \$117,329	Kentucky \$18,614
Missouri \$133,821	Missouri \$86,484	Missouri \$107,746	Missouri \$107,746	Missouri \$107,746	Missouri \$116,437	Missouri \$35,915
Iowa \$130,000	Iowa \$103,212	Iowa \$103,212	Iowa \$103,212	Iowa \$103,212	Iowa \$123,669	Iowa \$25,000
Nebraska \$105,000	Nebraska \$75,000	Nebraska \$85,000	Nebraska \$85,000	Nebraska \$85,000	Nebraska \$95,000	Nebraska \$12,000
Kansas \$99,636	Kansas \$54,000	Kansas \$56,001	Kansas N.A.	Kansas \$56,003	Kansas \$98,901	Kansas \$10,639
Arkansas \$86,890	Arkansas \$41,856	Arkansas \$54,305	Arkansas \$54,305	Arkansas N.A.	Arkansas \$72,408	Arkansas \$15,869
Maine (lowest) \$70,000	Texas (lowest) \$7,200	Arkansas (lowest) \$54,305	Arkansas (lowest) \$54,305	Colorado (lowest) \$68,500	Arkansas (lowest) \$72,408	South Dakota (lowest) \$6,000

N.A. - Not available.

Source: The Council of State Governments, [www.csg.org](http://www.csg.org), *The Book of the States*, February, 2014

# **APPENDIX G** **SCHEDULE OF COMPENSATION**

	Highest Salary	Missouri	Lowest Salary
Governor	\$187,818	\$133,821	\$70,000
Lieutenant Governor	\$157,765	\$86,484	\$7,200
Secretary of State	\$190,260	\$107,746	\$54,305
State Auditor	\$198,000	\$107,746	\$54,305
State Treasurer	\$190,260	\$107,746	\$68,500
Attorney General	\$176,988	\$116,437	\$72,408
State Legislator	\$90,526	\$35,915	\$6,000





# **APPENDIX G** **SCHEDULE OF COMPENSATION**

**G - 73**

**Table 12. Annual Estimates of the Population for the States: July 1, 2013**

Source: National Center for State Courts, <a href="http://www.ncsc.org">www.ncsc.org</a> , <i>Survey of Judicial Salaries</i> , Jan. 1, 2014					
STATE	2013 Pop. Estimates	Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
California	38,332,521				
Texas	26,448,193				
New York	19,651,127				
Florida	19,552,860				
Illinois	12,882,155	\$213,552	\$213,552	\$200,992	\$184,436
Pennsylvania	12,773,801				
Ohio	11,570,508				
Georgia	9,992,167				
Michigan	9,895,622				
North Carolina	9,848,060				
New Jersey	8,899,339				
Virginia	8,260,405				
Washington	6,971,406				
Massachusetts	6,692,824				
Arizona	6,626,624	\$160,000	\$155,000	\$150,000	\$145,000
Indiana	6,570,902	\$162,000	\$161,524	\$157,014	\$154,112
Tennessee	6,495,978	\$182,000	\$176,988	\$171,108	\$165,204
Missouri	6,044,171	\$154,000	\$147,591	\$134,685	\$127,020
Maryland	5,928,814	\$186,000	\$166,908	\$154,108	\$144,908
Wisconsin	5,742,713	\$154,000	\$145,942	\$137,681	\$129,887
Minnesota	5,420,380	\$167,000	\$151,820	\$143,054	\$134,289
Colorado	5,268,367				
Alabama	4,833,722				
South Carolina	4,774,839				
Louisiana	4,625,470				
Kentucky	4,395,295	\$140,504	\$135,504	\$120,044	\$124,620
Oregon	3,930,065				
Oklahoma	3,850,568	\$147,000	\$137,655	\$130,410	\$124,373
Connecticut	3,396,080				
Iowa	3,090,416	\$179,000	\$170,544	\$154,556	\$143,897
Mississippi	2,991,207				
Arkansas	2,959,373	\$160,000	\$148,108	\$143,547	\$138,982
Utah	2,900,872				
Kansas	2,892,957	\$139,310	\$135,905	\$131,518	\$120,037
Nevada	2,790,136				
New Mexico	2,085,287				
Nebraska	1,868,516	\$152,895	\$152,895	\$145,251	\$141,428

Continued next page

# **APPENDIX G** **SCHEDULE OF COMPENSATION**

Continued from previous page

Source: National Center for State Courts, <a href="http://www.nesc.org">www.nesc.org</a> , <i>Survey of Judicial Salaries</i> , Jan. 1, 2014					
STATE	2013 Pop. Estimates	Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
West Virginia	1,854,304				
Idaho	1,612,136				
Hawaii	1,404,054				
Maine	1,328,302				
New Hampshire	1,323,459				
Rhode Island	1,051,511				
Montana	1,015,165				
Delaware	925,749				
South Dakota	844,877				
Alaska	735,132				
North Dakota	723,393				
District of Columbia	646,449				
Vermont	626,630				
Wyoming	582,658				
Suggested Citation: Table I. Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico: April 1, 2010 to July 1, 2013 (NST-EST2013-01) Source: U.S. Census Bureau, Population Division Release Date: December 2013					

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 75**

**F. PAST COMPENSATION PLANS**

Year	Commission Recommendation	General Assembly Action	COLA for average state workers
1996	<p>For fiscal 1998, set judicial salaries at:</p> <ul style="list-style-type: none"> <li>Chief Justice \$122,500</li> <li>Supreme Court Judge \$120,000</li> <li>Court of Appeals Judge \$112,000</li> <li>Circuit Judge \$105,000</li> <li>Associate Circuit Judge \$ 99,000</li> </ul> <p>For fiscal 1999, recommend judges receive a COLA as appropriated by the legislature and approved by the Governor.</p>	<p>The General Assembly disapproved the report (SCR 3 passed; HCR 3 failed) but, through the appropriations process, granted COLA's of 2.9 % for fiscal 1998 and about 5.1 % for fiscal 1999.</p>	<p>For fiscal 1998, granted 1 % plus a one or two step increase.</p> <p>For fiscal 1999, granted 1 % plus a one or two step increase.</p>
1998	<p>For fiscal 2000, set judicial salaries at:</p> <ul style="list-style-type: none"> <li>Chief Justice \$122,500</li> <li>Supreme Court Judge \$120,000</li> <li>Court of Appeals Judge \$112,000</li> <li>Circuit Judge \$105,000</li> <li>Associate Circuit Judge \$ 99,000</li> </ul> <p>For fiscal 2001, set judicial salaries at:</p> <ul style="list-style-type: none"> <li>Chief Justice \$128,500</li> <li>Supreme Court Judge \$126,000</li> <li>Court of Appeals Judge \$118,000</li> <li>Circuit Judge \$111,000</li> <li>Associate Circuit Judge \$ 99,000</li> </ul>	<p>The General Assembly did not disapprove the report (both HCR 6 and SCR 9 failed), which became effective July 1, 1999.</p> <p>The General Assembly appropriated the salaries as recommended for fiscal year 2000, but the Governor vetoed the appropriation.</p> <p>For fiscal 2001, the legislature appropriated salaries at:</p> <ul style="list-style-type: none"> <li>Chief Justice \$125,500</li> <li>Supreme Court Judge \$123,000</li> <li>Court of Appeals Judge \$115,000</li> <li>Circuit Judge \$108,000</li> <li>Associate Circuit Judge \$ 96,000</li> </ul>	<p>For fiscal 2000, granted a 1 % plus a one or two step increase.</p> <p>For fiscal 2001, granted \$600 plus a one step increase effective July 1, 2000, plus another \$420 effective January 1, 2001.</p>
2000	<p>For fiscal 2002 and again in fiscal 2003 each judge to receive a 5.5 % increase in base salary. For fiscal 2002 only, associate circuit judges to receive an additional \$1,000.</p>	<p>The General Assembly disapproved the report (SCR 2 passed; HCR 7 and 8 failed) and did not appropriate any COLA's.</p>	<p>The previous \$420 COLA continued for the remainder of fiscal 2002.</p> <p>No COLA granted for fiscal 2003</p>
2002	<p>For fiscal 2004 and again in fiscal 2005, each judge to receive a \$6,000 increase in base salary.</p>	<p>The General Assembly disapproved the report (SCR 1 passed; HCR 4 failed) and did not appropriate any COLA's.</p>	<p>For fiscal 2004, granted \$50 to only those earning less than \$40,000 annually,</p> <p>For fiscal 2005, granted \$1,200</p>
2004	<p>No Commission members were appointed, so there was no commission</p>	<p>Because there was no commission, there no report. No COLA was appropriated separately.</p>	<p>For fiscal 2006, no COLA</p> <p>For fiscal 2007, granted 4 %</p>

# **APPENDIX G** **SCHEDULE OF COMPENSATION**

2006	<p>For FY08 each judge to receive an increase of \$1200.00 plus 4 % (the same amounts received as COLA by average state workers since 2000). Associate circuit judges to receive an additional \$2,000.00. Each judge also to receive any COLA recommended for average state workers for fiscal 2008.</p> <p>For fiscal 2009, each judge to receive any COLA recommended for average state workers for fiscal 2009.</p>	<p>The General Assembly did not disapprove the report (both HCR3 and SCR 4 failed) which became effective July 1, 2007. All increases, including the COLAs for each fiscal year were appropriated as recommended.</p>	<p>For Fiscal 2008 granted 3 %</p> <p>For Fiscal 2009 granted 3 %</p>
2008	<p>Each judge to receive any COLA increase recommended for the average state worker. Associate circuit judges to receive a \$1,500 increase in FY09 and again in FY10</p>	<p>The General Assembly disapproved the report (HCR5 passed/SCR 6 failed) and did not appropriate the COLAs</p>	<p>No COLAs granted for either fiscal year 2010 and 2011</p>
2010	<p>For FY13 judicial salaries set at:</p> <ul style="list-style-type: none"> <li>• Chief Justice \$154,215</li> <li>• Supreme Court Judges \$147,591</li> <li>• Court of Appeals \$134,685</li> <li>• Circuit Judges \$127,020</li> <li>• Associate Circuit Judges \$116,858.40</li> </ul> <p>Missouri judge salaries are indexed to their federal counterparts</p>	<p>The General Assembly did not disapprove the report and therefore increases for FY13 and FY15 were appropriated as approved.</p>	<p>Fiscal 2012 a 2 % granted for employees making less than \$70,000.</p> <p>Fiscal 2013 a general structure adjustment for January 1, 2014 for \$500 for all employees was appropriated and approved</p>
2012	<p>No Commission members were appointed, therefore no commission</p>	<p>There was no commission; therefore no report. No COLA was appropriated separately.</p>	<p>Fiscal 2014 a \$500 per year per employee granted.</p> <p>Fiscal 2015 a general structure adjustment for January 1, 2015 for 1% for all employees is appropriated.</p>

APPENDIX G  
SCHEDULE OF COMPENSATION

G - 77



Missouri Citizens' Commission on Compensation for Elected Officials

November 25, 2014

The Honorable Jason Kander  
Secretary of State  
600 West Main Street  
Jefferson City, MO 65102

Russ Hembree  
Director, Joint Committee on Legislative Research  
Reviser of Statutes  
117-A State Capitol Building  
201 W. High Street  
Jefferson City, MO 65101

Dear Secretary of State Kander and Mr. Hembree:

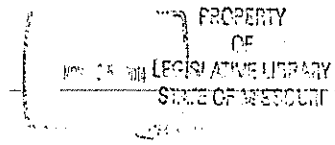
Article XIII, section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file its report no later than December 1.

The Commission hereby files its report. The report is attached and contains the schedule of compensation required.

Sincerely,

A handwritten signature in black ink, appearing to read "Charlie Schlottach", written over a horizontal line.

Mr. Charlie Schlottach  
Chair

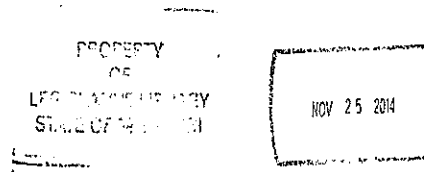


APPENDIX G  
SCHEDULE OF COMPENSATION



**Report of the Missouri  
Citizens' Commission on  
Compensation for Elected  
Officials**

**November 25, 2014**



APPENDIX G  
SCHEDULE OF COMPENSATION

G - 79



Report of the  
Missouri Citizens' Commission on Compensation for Elected Officials

November 25, 2014

A. INTRODUCTION

Pursuant to article XIII, section 3 of the Missouri Constitution, we submit to and file with your office the report and compensation schedule of the Missouri Citizens' Commission on Compensation for Elected Officials.

It has been the distinct honor for those of us who have been appointed to this Commission to serve the citizens of Missouri and to fulfill our responsibilities under the Missouri Constitution. The Citizens' Commission consists of 21 members. Eight members of the Commission were selected at random by the secretary of state from each congressional district from the registered voter rolls, twelve members were appointed by the governor, and one member is a retired judge appointed by the judges of the Supreme Court. The composition of the Commission reflects the diversity of our great state. By design, representation was drawn from all regions of the state and each member that participated gave focused attention to the task. As a result, unanimity of opinion was not achieved. Recognizing this, the Commission worked diligently to fairly strike that balance between adequate compensation and budgetary restraints, and consensus was reached for each compensation decision outlined in this report.

Because there were no members appointed or selected for the commission in 2012, no report was filed that year. Knowing this, our Commission was determined to meet with due diligence and to contribute the time and effort necessary, without compensation, to fulfill our constitutional obligations as commissioners for the public good. A list of the Commission's duly appointed members is included with the attached report. Our primary obligation is to the citizens and taxpayers of Missouri to put forth our best efforts to compensate our state's leaders—who have not received increased compensation for the last seven years—in a fair and equitable way with deference to budget constraints, economic conditions, and the ability of the state to sufficiently fund vital services.

This Commission believes that the elected officials of our state in the executive and legislative branches should now be given due compensation for their commitment to public service and recommends compensation levels that will encourage and allow Missouri citizens to consider a public servant role in the State of Missouri. There are and will always be sacrifices to public service, but compensation levels should not be so low as to discourage the majority of citizens from participation. The Commission has taken notice of the disparity that currently exists between amounts paid to both the General Assembly and statewide elected officials, and the responsibility associated with each of these positions.

Based on testimony from witnesses and an analysis of evidence considered by the Commission, the Commission has determined that compensation for these offices does not correctly reflect their required responsibilities. Members of the General Assembly are not only defenders of the Missouri Constitution, but they are also expected to understand complicated public policy issues, including such issues as education and health care. The Commission also notes that the legislature is called upon to wrestle with complicated fiscal issues such as balancing Missouri's 27 billion dollar budget. Much is expected of our

## APPENDIX G

### SCHEDULE OF COMPENSATION

public office holders and appropriate compensation for these critical positions is essential if we are to encourage Missouri citizens to consider public office.

While we are also required to review the compensation of judges, the 2010 Commission recommended the compensation of judges be aligned with the commensurate judicial position in the federal system based upon the similarity of work. We feel that the recommendation was fair and equitable; therefore, our recommendation of compensation for judges remains as it was in the 2010 recommendation.

Our Commission met and held four public hearings across the state to hear testimony about this important subject. The Commission believes that the compensation of all elected officials subject to this report is a lower remittance for positions of this importance. Based on available data, our elected officials are underpaid based upon duties and responsibilities associated with like positions throughout the nation. A significant minority of the Commission believes that the current economic conditions and the accompanying budget constraints on essential services make it challenging to recommend any increase in salaries for state officials at this time in excess of the COLA that the budget and appropriation process makes available to all state employees. However, additional data from the 2014 Moody's analysis provides that Missouri's economic recovery is accelerating in line with the national average and that Missouri will strengthen over the next several quarters due to an improvement in the job market. This analysis suggests to a majority of the Commission that the future economic state of Missouri now will permit the consideration of justifiable changes in compensation levels of elected officials based upon relative merit and comparable data.

The Commission urges every member of the General Assembly to consider this report in that context, knowing that a democracy can only be as strong as its most vulnerable citizens. Should we on this Commission, and those persons in the General Assembly, not do all we can to ensure all elected officials are as fairly compensated as can be reasonably expected? We believe we owe the citizens of this state nothing less.

#### B. OFFICIAL SCHEDULE OF COMPENSATION

##### 1) FOR MEMBERS OF THE GENERAL ASSEMBLY

This schedule specifically authorizes a two year compensation approach for each member of the General Assembly.

The compensation payable to all members of the State of Missouri General Assembly for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased by \$2000 each year, for a total increase of \$4000. This equates to approximately an 1.1% total increase over the two-year period for senator and representative positions. The percentage increase is slightly lower for leadership as the Commission recommends increasing compensation by the same dollar amount for all members in order to maintain the leadership differentials outlined in Sec. 21.140, RSMo. The following chart shows the specific dollar amounts each General Assembly member position shall be paid in each year.

General Assembly Members	FY 2016	FY 2017
Senators	\$37,915	\$39,915
Senate President Pro Tem	\$40,415	\$42,415
Senate Majority Floor Leader	\$39,415	\$41,415
Senate Minority Floor Leader	\$39,415	\$41,415
Representatives	\$37,915	\$39,915
Speaker of the House	\$40,415	\$42,415
Speaker Pro Tem of the House	\$39,415	\$41,415
House Majority Floor Leader	\$39,415	\$41,415
House Minority Floor Leader	\$39,415	\$41,415

The total additional cost to the state of Missouri for the recommended salary adjustments to all General Assembly members is \$394,000 in FY 2016 and an additional \$394,000 in FY 2017.



## APPENDIX G SCHEDULE OF COMPENSATION

G - 81

To the extent members of the General Assembly are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent members of the General Assembly are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

### 2) FOR STATEWIDE ELECTED OFFICIALS

This schedule specifically authorizes a two year compensation approach for all statewide elected officials.

The compensation payable to the Governor of the State of Missouri for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased 8% each year, which brings the salary equivalent to \$144,527 for FY 2016 and \$156,089 for FY 2017.

The compensation payable to the Lieutenant Governor of the State of Missouri for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased by \$4,757 each year, for a total increase of \$9,514. This equates to approximately an 11% total increase over the two-year period of FY 2016 and FY 2017. The Commission bases its recommendation for the Lieutenant Governor's salary adjustment on the position's responsibilities as ex officio president of the senate. The Commission believes the most equitable salary adjustment is one that is in proportion to the Commission's recommended salary adjustment for the General Assembly members.

The compensation payable to the Attorney General of the State of Missouri for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased by 8% each year, which brings the salary equivalent to \$125,752 for FY 2016 and \$135,812 for FY 2017.

The compensation payable to the State of Missouri Treasurer, the Missouri Secretary of State, and the State of Missouri Auditor for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased 8% each year, which brings the salary equivalent to \$116,366 for FY 2016 and \$125,675 for FY 2017.

The total additional cost to the state of Missouri for the recommended salary adjustments to all statewide elected officials is \$50,638 in FY 2016 and an additional \$54,306 in FY 2017.

To the extent statewide elected officials are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent statewide elected officials are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

### 3) FOR JUDGES

This schedule specifically authorizes a compensation structure identical to the recommendation in the 2010 report. The state judges' salaries shall be indexed to the commensurate judicial position in the federal system.

Official Schedule of Judicial Salaries for Fiscal 2015 - 2017

Fiscal	Chief Justice	Supreme Court Judge	Court of Appeals	Circuit Judge	Associate Circuit Judge
2015	\$176,295	\$168,636	\$154,176	\$145,343	\$133,716
2016	\$178,089	\$170,292	\$155,709	\$146,803	\$135,059
2017*	69% of federal chief justice salary	69% of federal Supreme Court associate justice salary	73% of federal circuit court of appeals judge salary	73% of federal district court judge salary	73% of federal magistrate salary

2017\* Due to the federal fiscal calendar, a potential judicial increase will not be available until October 2017 but will remain at the above referenced percentage rate.

## APPENDIX G

### SCHEDULE OF COMPENSATION

To the extent judges are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent judges are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

#### C. CONCLUSION

The members of the Commission had the opportunity to review the 2008 and 2010 reports of the previous commissions and quickly understood the daunting task at hand. Without regard to the political affiliations of any current legislative or executive office holder, the Commission respectfully examined the value of each of these positions relative to their respective responsibilities. The statewide elected appointments are full-time positions and, when compared with similar private or public entities, the Commission determined that these positions are substantially underpaid for the responsibilities required. Indeed, the Commission here notes one such example of this pay disparity: currently in FY 2015, the compensation for full-time county prosecutors in Missouri exceeds the salary of the Attorney General by almost \$18,000.00 (approximately 15%). (Sec. 56.265.1, RSMo).

Additionally, the Commission determined that although the legislator position may appear to be a part-time role in a citizens' legislature, the time required for the person elected to one of these positions is most often a full-time responsibility. The position entails more than just a January to mid-May, Monday through Thursday schedule. Constituents need their legislators available for comments, concerns, and assistance year-round.

The Commission accepted the comparative salary information, the constitutional duties for the elected positions, and other relevant data requested and provided in its consideration of appropriate compensation. We noted that the statewide elected officials and legislators have foregone raises for the past seven years. This information provided the basis for the analysis of the salary gaps existing between Missouri public servants and other states' public servants and private entities. Therefore, we feel it is important to begin a process of compensating these individuals an appropriate "worth value" for their services, and this is the first step toward resolving such inequities.

In addition to the foregoing summary of its activities and the adoption of the constitutionally mandated schedule of compensation for statewide elected officials, members of the General Assembly, and Article V Judicial Department, this Commission believes as did the 2010 Commission, that greater care should be given to the process and timing of the constitution of the Commission and more time should be allowed for the Commission to organize and to receive and analyze information in a more deliberative fashion. Additional time would also afford the general public with a fair and ample opportunity to offer public testimony. During the short window of time, the Commission heard from two public witnesses (as compared with zero in 2010). The citizenry needs and deserves a more meaningful opportunity to participate in this important process.

The Commission would also benefit from formal testimony or communication from each of the state's constitutional officers, from a representative of the state's judiciary, and from the leadership from both houses of the General Assembly. Information from these officers will provide the Commission with a deeper understanding of their view of these issues. Although their testimony would in no way bind the deliberations of the Commission, their perspectives would serve to better inform the Commission.

This Commission met five times, including four public hearings and one final voting meeting. The meeting information is referenced in Section D of this report, which also includes a list of the Commission members.

The Commission wishes to thank those persons who testified before this body, providing invaluable information to the Commission. We hope that this report is given appropriate consideration to achieve a

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 83**

fair and equitable compensation for our Missouri leaders, with the expectation that it will encourage and allow even more Missouri citizens to consider a public servant role.

**D. MEETING INFORMATION AND COMMISSION MEMBERSHIP**

The Commission met and received testimony at four public meetings as required by the constitution:

- |  |   |
|--|---|
| 1. November 10, 2014<br>1PM<br>Harry S Truman Building<br>301 W. High, Room 510<br>Jefferson City, MO                    | 4. November 18, 2014<br>10AM<br>Fletcher Daniels State Office Building<br>615 East 13 <sup>th</sup> Street, Room 503<br>Kansas City, MO |
| 2. November 12, 2014<br>1PM<br>Missouri Dept. of Natural Resources<br>2040 West Woodland<br>Springfield, MO              | 5. November 25, 2014<br>9AM<br>Harry S Truman Building<br>301 W. High, Room 510<br>Jefferson City, MO                                   |
| 3. November 14, 2014<br>1PM<br>Wainwright State Office Bldg.<br>111 N. 7 <sup>th</sup> Street, Room 923<br>St. Louis, MO |   |

The members of the 2014 Citizens' Commission on Compensation are:

James B. Anderson (D), of Springfield; Daniel Clemens (R), of Marshfield; Larry G. Forkner (R), of Richards; Jon R. Gray (D), of Kansas City; Gary R. Jones (D), of O'Fallon; Daniel B. Linza Sr. (R), of Kirkwood; Gary Dalton Murphy, III (D), of Bernie; Robert E. Perry (R), of Bowling Green; J. Michael Ponder (D), of Cape Girardeau; Charles Schottach (R), of Owensville; Lynn Wallis (R), of Cuba;	Judy M. Wright (D), of Tumey; Kristin Alexander (D), of Independence; Tamara Daughtrey (D), of Bolivar; Gwenda Hawk (R), of Parkville; Neal Newland (R), of Union; Carol Roeder (D), of Ballwin; Ralph Smith (R), of Amsterdam; Kathleen Warren (R), of Valles Mines; Katherine Whipple (D), of St. Louis, and Booker T. Shaw, of St. Louis.
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**E. ADDITIONAL INFORMATION**

Attached to this report is the informational report provided to the Commission before it began meeting. This informational report formed a basis for many of the Commission's discussions.

# **APPENDIX G** **SCHEDULE OF COMPENSATION**

Table 1. Comparison of Missouri Judicial Salaries to All Other States (as of Jan. 1, 2014)

Highest Court		Appellate Court		Trial Court	
California	\$221,292	California	\$207,463	District of Columbia	\$199,100
Illinois	\$213,552	Illinois	\$200,602	Hawaii	\$183,736
District of Columbia	\$211,200	Hawaii	\$199,908	Illinois	\$184,436
Hawaii	\$206,181	Pennsylvania	\$188,993	Alaska	\$183,252
Pennsylvania	\$200,205	Alaska	\$187,236	California	\$181,292
Alaska	\$198,192	Alabama	\$178,878	Delaware	\$180,233
Delaware	\$191,860	New Jersey	\$175,534	Pennsylvania	\$173,791
Virginia	\$188,949	Virginia	\$173,177	New York	\$167,000
New Jersey	\$185,482	Tennessee	\$171,108	Tennessee	\$165,204
New York	\$184,800	New York	\$170,700	New Jersey	\$165,000
Alabama	\$180,005	Georgia	\$166,186	Virginia	\$162,578
Tennessee	\$176,988	Connecticut	\$160,727	Nevada	\$160,000
Connecticut	\$171,134	Washington	\$159,455	Georgia	\$155,252
Iowa	\$170,544	Texas	\$158,509	Connecticut	\$154,559
Nevada	\$170,000	Indiana	\$157,014	Washington	\$151,809
Texas	\$168,000	Iowa	\$154,556	Wyoming	\$150,000
Washington	\$167,505	Florida	\$154,140	Rhode Island	\$149,207
Georgia	\$167,210	Maryland	\$154,108	Texas	\$149,000
Maryland	\$166,908	Michigan	\$151,441	Florida	\$146,000
Rhode Island	\$165,726	Massachusetts	\$150,057	Arizona	\$145,000
Wyoming	\$165,000	Arizona	\$150,000	Maryland	\$144,908
Michigan	\$164,610	Louisiana	\$148,962	Massachusetts	\$144,694
Florida	\$162,200	Nebraska	\$145,251	Iowa	\$143,897
Indiana	\$161,524	Arkansas	\$143,547	Louisiana	\$143,253
Massachusetts	\$160,984	Minnesota	\$143,054	Nebraska	\$141,428
Louisiana	\$159,064	Utah	\$141,550	Michigan	\$139,919
Arizona	\$155,000	Colorado	\$138,957	New Hampshire	\$139,871
Nebraska	\$152,895	South Carolina	\$137,753	Arkansas	\$138,982
Minnesota	\$151,820	Wisconsin	\$137,681	Alabama	\$134,943
New Hampshire	\$149,121	Missouri (200b)	\$134,685	Utah	\$134,800
Utah	\$148,300	North Carolina	\$133,109	Minnesota	\$134,289
Arkansas	\$148,108	Ohio	\$132,000	South Carolina	\$134,221
Missouri (33rd)	\$147,591	Kansas	\$131,516	Indiana	\$134,112
Wisconsin	\$145,942	Oklahoma	\$130,410	Colorado	\$133,228
Colorado	\$144,685	Kentucky	\$130,044	North Dakota	\$131,661
North Dakota	\$143,685	Oregon	\$127,820	Vermont	\$131,040
Ohio	\$141,606	Idaho	\$120,900	Wisconsin	\$129,887
South Carolina	\$141,286	New Mexico	\$118,682	Missouri (38th)	\$127,020*
North Carolina	\$138,896	Mississippi	\$114,994	West Virginia	\$126,050
Vermont	\$137,842	Delaware	N/A	North Carolina	\$125,875
Oklahoma	\$137,655	District of Columbia	N/A	Kentucky	\$124,620
West Virginia	\$136,000	Maine	N/A	Oklahoma	\$124,373
Kansas	\$135,905	Montana	N/A	Ohio	\$121,350
Kentucky	\$135,594	Nevada	N/A	Kansas	\$120,037
Oregon	\$130,688	New Hampshire	N/A	Oregon	\$119,468
South Dakota	\$125,370	North Dakota	N/A	Montana	\$117,603
Montana	\$124,949	Rhode Island	N/A	South Dakota	\$117,099
New Mexico	\$124,928	South Dakota	N/A	Maine	\$115,356
Maine	\$123,073	Vermont	N/A	Idaho	\$114,300
Mississippi	\$122,460	West Virginia	N/A	New Mexico	\$112,747
Idaho	\$121,900	Wyoming	N/A	Mississippi	\$112,128

\* This salary is for circuit judges. Associate circuit judges and commissioners make \$116,858.40.

Source: National Center for State Courts, www.ncsc.org, Survey of Judicial Salaries, Jan. 1, 2014.

## APPENDIX G SCHEDULE OF COMPENSATION

G - 85

**Table 2. Judicial Salaries in Missouri Compared with States with +/- 6,000,000 in Population (as of July 1, 2013)**

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Maryland - \$186,000	Tennessee - \$176,988	Tennessee - \$171,108	Tennessee - \$165,204
Tennessee - \$182,000	Maryland - \$166,908	Indiana - \$157,014	Arizona - \$145,000
Minnesota - \$167,000	Indiana - \$161,524	Maryland - \$154,108	Maryland - \$144,908
Mean (excluding MO) - \$168,500	Mean (excluding MO) - \$159,697	Mean (excluding MO) - \$152,161	Mean (excluding MO) - \$142,233
Indiana - \$162,000	Arizona - \$155,000	Arizona - \$150,000	Minnesota - \$134,289
Arizona - \$160,000	Minnesota - \$151,820	Minnesota - \$143,054	Indiana - \$134,112
Missouri - \$154,000	Missouri - \$147,591	Wisconsin - \$137,681	Wisconsin - \$129,887
Wisconsin - \$154,000	Wisconsin - \$145,942	Missouri - \$134,685	Missouri - \$127,020*

\* This salary is for circuit judges. Associate circuit judges and commissioners make \$116,858.40.

Source: National Center for State Courts, [www.ncsc.org](http://www.ncsc.org), *Survey of Judicial Salaries*, Jan. 1, 2014.

**Table 3. Judicial Salaries in Missouri Compared with States Adjacent to Missouri (as of July 1, 2013)**

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Illinois - \$213,552	Illinois - \$213,552	Illinois - \$200,992	Illinois - \$184,436
Tennessee - \$182,000	Tennessee - \$176,988	Tennessee - \$171,108	Tennessee - \$165,204
Iowa - \$179,000	Iowa - \$170,544	Iowa - \$154,556	Iowa - \$143,897
Mean (excluding MO) - \$164,283	Mean (excluding MO) - \$158,894	Mean (excluding MO) - \$150,928	Mean (excluding MO) - \$142,672
Arkansas - \$160,000	Nebraska - \$152,895	Nebraska - \$145,251	Nebraska - \$141,428
Missouri - \$154,000	Arkansas - \$148,108	Arkansas - \$143,547	Arkansas - \$138,982
Nebraska - \$152,895	Missouri - \$147,591	Missouri - \$134,685	Missouri - \$127,020*
Oklahoma - \$147,000	Oklahoma - \$137,655	Kansas - \$131,518	Kentucky - \$124,620
Kentucky - \$140,504	Kansas - \$135,905	Oklahoma - \$130,410	Oklahoma - \$124,573
Kansas - \$139,310	Kentucky - \$135,504	Kentucky - \$130,044	Kansas - \$120,637

\* This salary is for circuit judges. Associate circuit judges and commissioners make \$116,858.40.

Source: National Center for State Courts, [www.ncsc.org](http://www.ncsc.org), *Survey of Judicial Salaries*, Jan. 1, 2014.

## APPENDIX G

### SCHEDULE OF COMPENSATION

Table 4. Effect of 2011 Judicial Retirement Changes: A 4-% Pay Decrease

	Current Pay	4-% Retirement Withholding	Net Pay after Retirement Withholding
Chief Justice	\$154,000	\$6,160	\$147,840
Supreme Court Judge	\$147,591	\$5,904	\$141,687
Court of Appeals Judge	\$134,685	\$5,387	\$129,298
Circuit Judge	\$127,020	\$5,081	\$121,939
Associate Circuit Judge	\$116,858	\$4,674	\$112,184

Source: National Center for State Courts,  
www.ncsc.org, *Survey of Judicial Salaries*, Jan. 1, 2014

Table 5. Missouri Comparison of Judicial Salaries  
with Private-Practice Attorneys' Median Salaries

Position	Median
Senior partner	\$200,000
Partner	\$159,000
Chief Justice	\$154,000
Managing partner	\$150,000
Supreme Court Judge	\$147,591
Junior partner	\$135,000
Court of Appeals Judge	\$134,685
Circuit Court Judge	\$127,020
Of Counsel	\$125,000
Associate Circuit Judge	\$116,858
All full-time private practice	\$97,000
Sole practitioner	\$68,000
Other	\$65,000
Associate	\$62,000

Source: *The Missouri Bar Economic Survey-2013*,  
www.mobar.org

## APPENDIX G SCHEDULE OF COMPENSATION

G - 87

Table 6. Top Missouri Law Firms, By Profits per Partner

Firm	Profits per Partner
Baker Sterchi Cowden & Rice	\$1,211,000
Dentons	\$958,000
Shook, Hardy & Bacon	\$830,000
Bryan Cave	\$803,300
Polsinelli	\$686,000
Armstrong Teasdale	\$587,300
Husch Blackwell	\$570,200
Lewis Rice & Fingersh	\$555,000
Thompson Coburn	\$549,000
Stinson Leonard Street	\$539,000
Ogletree, Deakins, Nash, Smoak & Stewart	\$530,000
Lathrop & Gage	\$482,000
Curmody MacDonald	\$482,000
Sandberg Phoenix & von Gontard	\$465,700
Greensfelder, Hemker & Gale	\$433,000
Spencer Fane Britt and Browne	\$389,000
Gilmore & Bell	\$367,300
Brown & James	\$360,000
McDowell Rice Smith & Buchanan	\$331,900
Evans & Dixon	\$238,000
Supreme Court Judge	\$147,591

Source: Missouri Lawyers Weekly, molawyersmedia.com, Money 20, 2013 list

Table 7. Median Net Income of Missouri Attorneys, by Age Group

Age in Years	Median Net Income*
36-45	\$75,000
46-55	\$100,000
56-65	\$112,500
66-75	\$100,000

\* The results include full-time and part-time total incomes, from respondents in both the private and public sectors, and income from members who are retired.

Source: The Missouri Bar Economic Survey-2013, www.mobar.org

## APPENDIX G

### SCHEDULE OF COMPENSATION

Table 8. Public University President and Chancellor Salaries for Fiscal 2013

Institution	Base Salary
University of Missouri system (President)	\$453,347
University of Missouri-Columbia (Chancellor)	\$364,970
University of Missouri-St. Louis (Chancellor)	\$303,395
University of Missouri-Kansas City (Chancellor)	\$290,700
Missouri University of Science and Technology (Chancellor)	\$290,000
Missouri State University	\$275,000
University of Central Missouri	\$257,550
Northwest Missouri State University	\$238,500
Missouri Western State University	\$221,450
Truman State University	\$215,250
Southeast Missouri State University	\$211,009
Harris-Stowe State University	\$200,000
Lincoln University	\$200,000
Missouri Southern State University	\$185,400

Source: Missouri Department of Higher Education, [dhe.mo.gov/data](http://dhe.mo.gov/data), 2014 President's & Chancellor's Compensation Survey



# **APPENDIX G** **SCHEDULE OF COMPENSATION**

G - 89

**Table 9. Missouri Public School District Superintendent Salaries**

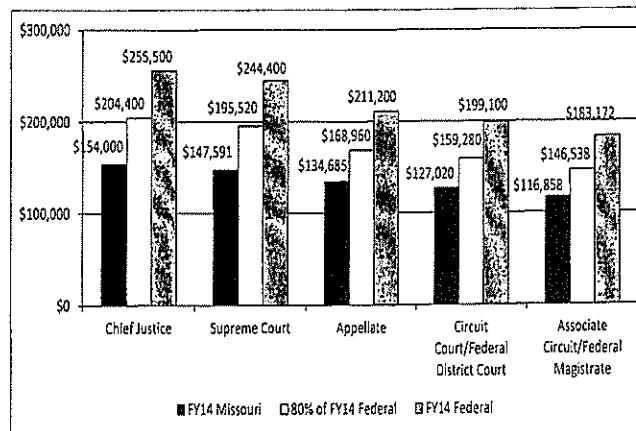
District Name	Salary		
1 Lee's Summit R-VII	\$258,660	29 Valley Park	\$178,830
2 Kirkwood R-VII	\$257,220	30 Ft. Zumwalt R-II	\$177,315
3 Kansas City 33	\$250,000	31 Joplin Schools	\$175,000
4 Fox C-6	\$246,824	32 Jennings	\$175,000
5 Rockwood R-VI	\$234,600	33 Riverview Gardens	\$172,507
6 Special Sch. Dist. of St. Louis Co.	\$233,700	34 Fort Osage R-I	\$172,000
7 Lindbergh Schools	\$233,698	35 Grandview C-4	\$171,887
8 North Kansas City 74	\$233,322	36 Troy R-III	\$170,000
9 Parkway C-2	\$227,000	37 Branson R-IV	\$169,877
10 St. Louis City	\$225,004	38 Raymore-Peculiar R-II	\$169,200
11 Blue Springs R-IV	\$225,000	39 Rittsourt	\$169,000
12 Independence 30	\$222,600	40 Ozark R-VI	\$167,935
13 Wentzville R-IV	\$221,769	41 Affton 101	\$167,000
14 Pattonville R-III	\$218,129	42 Festus R-VI	\$165,500
15 Ferguson-Florissant R-II	\$217,644	43 Center 58	\$165,172
16 Clayton	\$215,000	44 Poloni R-III	\$162,750
17 Orchard Farm R-V	\$203,057	45 Belton 124	\$161,635
18 Francis Howell R-III	\$195,991	46 Maplewood-Richmond Heights	\$160,000
19 Columbia 93	\$195,992	47 Excelsior Springs 40	\$159,650
20 Normandy	\$194,855	48 Kington K-14	\$159,600
21 University City	\$192,238	49 Canthage R-IX	\$159,415
22 Ladue	\$190,900	50 Springfield R-XII	\$159,333
23 Jefferson City	\$185,500	51 Hancock Place	\$156,000
24 St. Charles R-VI	\$185,000	52 Ste. Genevieve Co. R-II	\$155,000
25 Webster Groves	\$181,500	53 Windsor C-1	\$154,627
26 Northwest R-I	\$180,369		
27 Raytown C-2	\$180,351		
28 Park Hill	\$180,000		

Source: Missouri Department of Elementary & Secondary Education,  
mde.doe.mo.gov/quickfacts, Superintendent Salaries (District) spreadsheet

# **APPENDIX G** **SCHEDULE OF COMPENSATION**

Table 10. Comparison of Missouri Judicial Salaries with Their Federal Correspondents

	FY14 Missouri	80% of FY14 Federal	FY14 Federal
Chief Justice	\$154,000	\$204,400	\$255,500
Supreme Court	\$147,591	\$195,520	\$244,400
Appellate	\$134,685	\$168,960	\$211,200
Circuit Court/Federal District Court	\$127,020	\$159,280	\$199,100
Associate Circuit/Federal Magistrate	\$116,858	\$146,538	\$183,172



# **APPENDIX G** **SCHEDULE OF COMPENSATION**

**G - 91**

**Table 11. Statewide Elected Officials and Legislature Salaries in Missouri Compared with Highest, Lowest, and Adjacent States to Missouri (as of February 2014)**

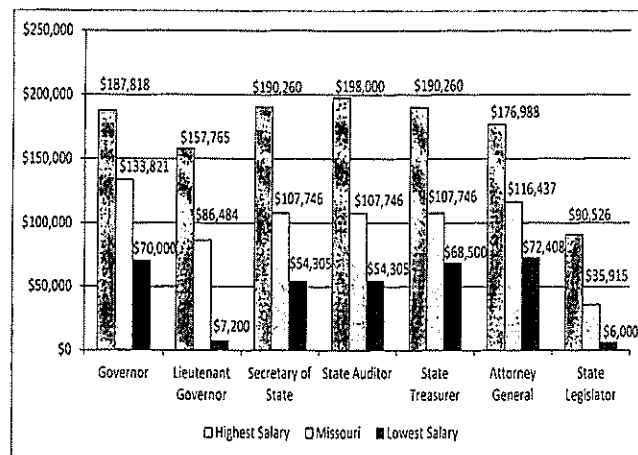
Governor	Lieutenant Governor	Secretary of State	State Auditor	State Treasurer	Attorney General	State Legislator
Pennsylvania (highest) \$187,818	Pennsylvania (highest) \$157,765	Tennessee (highest) \$190,260	Texas (highest) \$198,000	Tennessee (highest) \$190,260	Tennessee (highest) \$176,988	California (highest) \$50,526
Tennessee \$181,980	Tennessee \$60,609	Tennessee \$190,260	Tennessee \$190,260	Tennessee \$190,260	Tennessee \$176,988	Tennessee \$20,203
Illinois \$177,412	Illinois \$125,669	Illinois \$156,541	Illinois \$151,035	Illinois \$135,669	Illinois \$156,541	Illinois \$67,836
Oklahoma \$147,000	Oklahoma \$114,713	Oklahoma \$140,000	Oklahoma \$114,713	Oklahoma \$114,713	Oklahoma \$132,825	Oklahoma \$38,400
Kentucky \$138,012	Kentucky \$117,329	Kentucky \$117,329	Kentucky \$117,329	Kentucky \$117,329	Kentucky \$117,329	Kentucky \$18,634
Missouri \$133,821	Missouri \$86,484	Missouri \$107,746	Missouri \$107,746	Missouri \$107,746	Missouri \$116,437	Missouri \$35,915
Iowa \$130,000	Iowa \$103,212	Iowa \$103,212	Iowa \$103,212	Iowa \$103,212	Iowa \$123,669	Iowa \$25,000
Nebraska \$105,000	Nebraska \$75,000	Nebraska \$85,000	Nebraska \$85,000	Nebraska \$85,000	Nebraska \$95,000	Nebraska \$12,000
Kansas \$99,636	Kansas \$54,000	Kansas \$85,000	Kansas N.A.	Kansas \$85,000	Kansas \$98,901	Kansas \$10,639
Arkansas \$86,890	Arkansas \$41,896	Arkansas \$54,305	Arkansas \$54,305	Arkansas N.A.	Arkansas \$72,408	Arkansas \$15,869
Maine (lowest) \$70,000	Texas (lowest) \$7,200	Arkansas (lowest) \$54,305	Arkansas (lowest) \$54,305	Colorado (lowest) \$58,500	Arkansas (lowest) \$72,408	South Dakota (lowest) \$6,000

N.A. - Not available.

Source: The Council of State Governments, [www.csg.org](http://www.csg.org), *The Book of the States*, February, 2014

# **APPENDIX G** **SCHEDULE OF COMPENSATION**

	Highest Salary	Missouri	Lowest Salary
Governor	\$187,818	\$133,821	\$70,000
Lieutenant Governor	\$157,765	\$86,484	\$7,200
Secretary of State	\$190,260	\$107,746	\$54,305
State Auditor	\$198,000	\$107,746	\$54,305
State Treasurer	\$190,260	\$107,746	\$68,500
Attorney General	\$176,988	\$116,437	\$72,408
State Legislator	\$90,526	\$35,915	\$6,000



## APPENDIX G SCHEDULE OF COMPENSATION

G - 93

Table 12. Annual Estimates of the Population for the States: July 1, 2013

Source: National Center for State Courts, <a href="http://www.nesc.org">www.nesc.org</a> , <i>Survey of Judicial Salaries</i> , Jan. 1, 2014					
STATE	2013 Pop. Estimates	Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
California	38,332,521				
Texas	26,448,193				
New York	19,651,127				
Florida	19,552,860				
Illinois	12,882,135	\$213,552	\$213,552	\$200,992	\$184,436
Pennsylvania	12,773,801				
Ohio	11,570,808				
Georgia	9,992,167				
Michigan	9,895,622				
North Carolina	9,848,060				
New Jersey	8,899,539				
Virginia	8,260,405				
Washington	6,971,406				
Massachusetts	6,692,824				
Arizona	6,626,624	\$160,000	\$155,000	\$150,000	\$145,000
Indiana	6,570,902	\$162,000	\$161,524	\$157,014	\$154,112
Tennessee	6,495,978	\$182,000	\$176,988	\$171,108	\$165,204
Missouri	6,044,171	\$154,000	\$147,591	\$134,685	\$127,020
Maryland	5,928,814	\$186,000	\$166,908	\$154,108	\$144,908
Wisconsin	5,742,713	\$154,000	\$145,942	\$137,681	\$129,887
Minnesota	5,420,380	\$167,000	\$151,820	\$145,054	\$134,289
Colorado	5,268,367				
Alabama	4,833,722				
South Carolina	4,774,839				
Louisiana	4,625,470				
Kentucky	4,395,295	\$140,504	\$135,504	\$130,044	\$124,620
Oregon	3,930,065				
Oklahoma	3,850,568	\$147,000	\$137,655	\$130,110	\$124,373
Connecticut	3,596,080				
Iowa	3,090,416	\$179,000	\$170,544	\$154,556	\$145,897
Mississippi	2,991,207				
Arkansas	2,959,373	\$160,000	\$148,108	\$145,547	\$138,982
Utah	2,900,872				
Kansas	2,893,957	\$139,310	\$135,905	\$131,518	\$120,037
Nevada	2,790,136				
New Mexico	2,085,287				
Nebraska	1,868,516	\$152,895	\$152,895	\$145,251	\$141,428

Continued next page

# **APPENDIX G** **SCHEDULE OF COMPENSATION**

Continued from previous page

Source: National Center for State Courts, <a href="http://www.ncsc.org">www.ncsc.org</a> , <i>Survey of Judicial Salaries</i> , Jan. 1, 2014					
STATE	2013 Pop. Estimates	Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
West Virginia	1,854,304				
Idaho	1,612,136				
Hawaii	1,404,054				
Maine	1,328,302				
New Hampshire	1,323,459				
Rhode Island	1,051,511				
Montana	1,015,165				
Delaware	925,749				
South Dakota	844,877				
Alaska	735,132				
North Dakota	723,393				
District of Columbia	646,449				
Vermont	626,630				
Wyoming	582,658				
Suggested Citation: Table 1. Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico: April 1, 2010 to July 1, 2013 (NST-EST2013-01) Source: U.S. Census Bureau, Population Division Release Date: December 2013					

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

G - 95

F. PAST COMPENSATION PLANS

Year	Commission Recommendation	General Assembly Action	COLA for average state workers
1996	For fiscal 1998, set judicial salaries at: <ul style="list-style-type: none"> <li>Chief Justice \$122,500</li> <li>Supreme Court Judge \$120,000</li> <li>Court of Appeals Judge \$112,000</li> <li>Circuit Judge \$105,000</li> <li>Associate Circuit Judge \$99,000</li> </ul> For fiscal 1999, recommend judges receive a COLA as appropriated by the legislature and approved by the Governor.	The General Assembly disapproved the report (SCR 3 passed; HCR 3 failed) but, through the appropriations process, granted COLA's of 2.9 % for fiscal 1998 and about 5.1 % for fiscal 1999.	For fiscal 1998, granted 1 % plus a one or two step increase.  For fiscal 1999, granted 1 % plus a one or two step increase.
1998	For fiscal 2000, set judicial salaries at: <ul style="list-style-type: none"> <li>Chief Justice \$122,500</li> <li>Supreme Court Judge \$120,000</li> <li>Court of Appeals Judge \$112,000</li> <li>Circuit Judge \$105,000</li> <li>Associate Circuit Judge \$93,000</li> </ul> For fiscal 2001, set judicial salaries at: <ul style="list-style-type: none"> <li>Chief Justice \$128,500</li> <li>Supreme Court Judge \$126,000</li> <li>Court of Appeals Judge \$118,000</li> <li>Circuit Judge \$111,000</li> <li>Associate Circuit Judge \$99,000</li> </ul>	The General Assembly did not disapprove the report (both HCR 6 and SCR 9 failed), which became effective July 1, 1999.  The General Assembly appropriated the salaries as recommended for fiscal year 2000, but the Governor vetoed the appropriation.  For fiscal 2001, the legislature appropriated salaries at: <ul style="list-style-type: none"> <li>Chief Justice \$125,500</li> <li>Supreme Court Judge \$123,000</li> <li>Court of Appeals Judge \$115,000</li> <li>Circuit Judge \$108,000</li> <li>Associate Circuit Judge \$96,000</li> </ul>	For fiscal 2000, granted a 1 % plus a one or two step increase.  For fiscal 2001, granted \$600 plus a one step increase effective July 1, 2000, plus another \$420 effective January 1, 2001.
2000	For fiscal 2002 and again in fiscal 2003 each judge to receive a 5.5 % increase in base salary. For fiscal 2002 only, associate circuit judges to receive an additional \$1,000.	The General Assembly disapprove the report (SCR 2 passed; HCR 7 and 8 failed) and did not appropriate any COLA's.	The previous \$420 COLA continued for the remainder of fiscal 2002.  No COLA granted for fiscal 2003
2002	For fiscal 2004 and again in fiscal 2005, each judge to receive a \$6,000 increase in base salary.	The General Assembly disapproved the report (SCR 1 passed; HCR 4 failed) and did not appropriate any COLA's.	For fiscal 2004, granted \$50 to only those earning less than \$40,000 annually,  For fiscal 2005, granted \$1,200
2004	No Commission members were appointed, so there was no commission	Because there was no commission, there no report. No COLA was appropriated separately.	For fiscal 2006, no COLA  For fiscal 2007, granted 4 %

# **APPENDIX G** **SCHEDULE OF COMPENSATION**

2006	<p>For FY08 each judge to receive an increase of \$1200.00 plus 4 % (the same amounts received as COLA by average state workers since 2000). Associate circuit judges to receive an additional \$2,000.00. Each judge also to receive any COLA recommended for average state workers for fiscal 2008.</p> <p>For fiscal 2009, each judge to receive any COLA recommended for average state workers for fiscal 2009.</p>	<p>The General Assembly did not disapprove the report (both HCR3 and SCR 4 failed) which became effective July 1, 2007 . All increases, including the COLAs for each fiscal year were appropriated as recommended.</p>	<p>For Fiscal 2008 granted 3 %</p> <p>For Fiscal 2009 granted 3 %</p>
2008	<p>Each judge to receive any COLA increase recommended for the average state worker. Associate circuit judges to receive a \$1,500 increase in FY09 and again in FY10</p>	<p>The General Assembly disapproved the report (HCR5 passed/SCR 6 failed) and did not appropriate the COLAs</p>	<p>No COLAs granted for either fiscal year 2010 and 2011</p>
2010	<p>For FY13 judicial salaries set at:</p> <ul style="list-style-type: none"> <li>• Chief Justice \$154,215</li> <li>• Supreme Court Judges \$147,591</li> <li>• Court of Appeals \$134,685</li> <li>• Circuit Judges \$127,020</li> <li>• Associate Circuit Judges \$116,838.40</li> </ul> <p>Missouri judge salaries are indexed to their federal counterparts</p>	<p>The General Assembly did not disapprove the report and therefore increases for FY13 and FY15 were appropriated as approved.</p>	<p>Fiscal 2012 a 2 % granted for employees making less than \$70,000.</p> <p>Fiscal 2013 a general structure adjustment for January 1, 2014 for \$500 for all employees was appropriated and approved</p>
2012	<p>No Commission members were appointed, therefore no commission</p>	<p>There was no commission; therefore no report. No COLA was appropriated separately.</p>	<p>Fiscal 2014 a \$500 per year per employee granted.</p> <p>Fiscal 2015 a general structure adjustment for January 1, 2015 for 1% for all employees is appropriated.</p>



APPENDIX G  
SCHEDULE OF COMPENSATION

G - 97



Missouri Citizens' Commission on Compensation for Elected Officials

December 1, 2016

The Honorable Jason Kander  
Secretary of State  
600 West Main Street  
Jefferson City, MO 65101

Russ Hembree  
Director, Joint Committee on Legislative Research  
Reviser of Statutes  
117-A State Capitol Building  
201 West High Street  
Jefferson City, MO 65101

Dear Secretary of State Kander and Mr. Hembree:

Article XIII, section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file its report no later than December 1.

The Commission hereby files its report. The report is attached and contains the schedule of compensation required.

Sincerely,

/s/Andrew Zellers  
Mr. Andrew Zellers  
Co-Chair

/s/Jennifer Feldhaus  
Ms. Jennifer Feldhaus  
Co-Chair

APPENDIX G  
SCHEDULE OF COMPENSATION



**Report of the Missouri  
Citizens' Commission on  
Compensation for Elected  
Officials**

**December 1, 2016**

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

**G - 99**



Report of the  
Missouri Citizens' Commission on Compensation for Elected Officials

December 1, 2016

**A. INTRODUCTION**

In order to ensure that the power to control the rate of compensation of Missouri's elected officials is retained and exercised by the tax paying citizens of Missouri, the Missouri Constitution calls for the creation of a commission known as the "Missouri Citizens' Commission on Compensation for Elected Officials" (the "Commission"). The Commission is comprised of Missouri residents selected both at random by the secretary of state and by the governor (by and with the advice and consent of the senate) and meets biannually to hold public hearings throughout the state and to review and make recommendations regarding annual compensation of all elected state officials, members of the general assembly, and non-municipal judges. Commission members are not compensated for their service (other than reimbursement for actual and reasonable travel expenses to attend Commission meetings).

The Commission members have been honored to serve the citizens of Missouri by fulfilling our responsibilities under the Missouri Constitution, and have performed due diligence to this end, reviewing and analyzing past commission reports, available comparative salary data and other economic data, and holding public hearings to provide citizens of Missouri an opportunity to provide testimony for review and incorporation into this final report. The Commission believes that the elected officials of our state in the executive and legislative branches should now be given due compensation for their commitment to public service, and worked diligently to strike a balance between adequate compensation and budgetary restraints. Unanimous consensus was reached for each compensation decision outlined in this report. The Commission respectfully submits these recommendations regarding the fair and equitable compensation of our state's elected public servants with deference to budget constraints, economic conditions, and the ability of the state to sufficiently fund vital services.

**B. OFFICIAL SCHEDULE OF COMPENSATION**

**1) FOR MEMBERS OF THE GENERAL ASSEMBLY**

This schedule specifically authorizes a two year compensation approach for each member of the General Assembly.

The compensation payable to all members of the State of Missouri General Assembly for fiscal years beginning July 1, 2017 (FY 2018) and July 1, 2018 (FY 2019) shall be increased by two and one half percent each year for the next two years. The percentage increase is slightly lower for leadership as the Commission recommends increasing compensation by the same dollar amount for all members in order to maintain the leadership differentials outlined in Sec. 21.140, RSMo. The following chart shows the specific dollar amounts each General Assembly member position shall be paid in each year.

## APPENDIX G

### SCHEDULE OF COMPENSATION

General Assembly Members	FY 2018	FY 2019
Senators	\$36,813	\$37,733
Senate President Pro Tem	\$39,313	\$40,233
Senate Majority Floor Leader	\$38,313	\$39,233
Senate Minority Floor Leader	\$38,313	\$39,233
Representatives	\$36,813	\$37,733
Speaker of the House	\$39,313	\$40,233
Speaker Pro Tem of the House	\$38,313	\$39,233
House Majority Floor Leader	\$38,313	\$39,233
House Minority Floor Leader	\$38,313	\$39,233

The total additional cost to the state of Missouri for the recommended salary adjustments to all General Assembly members is \$176,881 in FY 2018 and an additional \$181,303 in FY 2019.

To the extent members of the General Assembly are entitled to receive a per diem, they shall receive \$150 per day of service.

To the extent members of the General Assembly are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

#### 2) FOR STATEWIDE ELECTED OFFICIALS

This schedule specifically authorizes a two year compensation approach for all statewide elected officials.

The compensation payable to the Governor of the State of Missouri for fiscal years beginning July 1, 2017 (FY 2018) and July 1, 2018 (FY 2019) shall be increased 8% each year, which brings the salary equivalent to \$144,527 for FY 2018 and \$156,089 for FY 2019.

The compensation payable to the Lieutenant Governor of the State of Missouri for fiscal years beginning July 1, 2017 (FY 2018) and July 1, 2018 (FY 2019) shall be increased by 8% each year, which brings the salary equivalent to \$93,403 for FY 2018 and \$100,875 for FY 2019.

The compensation payable to the Attorney General of the State of Missouri for fiscal years beginning July 1, 2017 (FY 2018) and July 1, 2018 (FY 2019) shall be increased by 8% each year, which brings the salary equivalent to \$125,752 for FY 2018 and \$135,812 for FY 2019.

The compensation payable to the State of Missouri Treasurer, the Missouri Secretary of State, and the State of Missouri Auditor for fiscal years beginning July 1, 2017 (FY 2018) and July 1, 2018 (FY 2019) shall be increased 8% each year, which brings the salary equivalent to \$116,366 for FY 2018 and \$125,675 for FY 2019.

The total additional cost to the state of Missouri for the recommended salary adjustments to all statewide elected officials is \$54,884 in FY 2018 and an additional \$57,023 in FY 2019.

To the extent statewide elected officials are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent statewide elected officials are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

#### 3) FOR JUDGES

The salary for judges shall continue to be calculated under the formula in effect on December 1, 2016. Any change in the salary under the formula shall be effective on July 1 and calculated on the basis of the federal judicial salaries in effect on the previous January 1.

To the extent judges are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

## APPENDIX G

### SCHEDULE OF COMPENSATION

G - 101

To the extent judges are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

#### C. ADDITIONAL RECOMMENDATIONS

The members of the Commission noted that there was very little time for analysis of salary information from the public and private sectors, and correspondingly limited time for public notice of the Commission's meetings. The Commission makes the following recommendations:

- Several more months for the Commission to hold meetings before the report's due date.
- More advance notice and more overall publication of the public meetings. Specifically, the Office of Administration should utilize the State's social media accounts, including Facebook, Twitter, and Snapchat to publicize the meetings several weeks in advance.
- An additional on-the-record public meeting should be held at the campus of Southeast Missouri State University.
- The General Assembly, if it wishes not to approve its own pay raises, should consider the concept of decoupling the salary schedule from the judges and the statewide elected officials.
- If decoupling is not considered an option, the General Assembly should expand the Commission's recommendations. Given the politically charged nature of approving, or being seen as having approved, one's own pay increase, the General Assembly should consider eliminating the current structure whereby it may reject reports by a two-thirds majority vote of both houses.

#### D. CONCLUSION

The members of the Commission had the opportunity to review the 2008, 2010 and 2014 reports of the previous commissions and quickly understood the daunting task at hand. Without regard to the political affiliations of any current legislative or executive office holder, the Commission respectfully examined the value of each of these positions relative to their respective responsibilities. The statewide elected appointments are full-time positions and, when compared with similar private or public entities, the Commission determined that these positions are substantially underpaid for the responsibilities required.

Additionally, the Commission determined that although the legislator position may appear to be a part-time role in a citizens' legislature, the time required for the person elected to one of these positions is most often a full-time responsibility. The position entails more than just a January to mid-May, Monday through Thursday schedule. Constituents need their legislators available for comments, concerns, and assistance year-round.

The Commission accepted the comparative salary information, the constitutional duties for the elected positions, and other relevant data requested and provided in its consideration of appropriate compensation. We noted that the statewide elected officials and legislators have foregone raises for the past nine years. This information provided the basis for the analysis of the salary gaps existing between Missouri public servants and other states' public servants and private entities. Therefore, we feel it is important to begin a process of compensating these individuals an appropriate "worth value" for their services, and this is the first step toward resolving such inequities.

The Commission would also benefit from formal testimony or communication from each of the state's constitutional officers, from a representative of the state's judiciary, and from the leadership from both houses of the General Assembly. Information from these officers will provide the Commission with a deeper understanding of their view of these issues. Although their testimony would in no way bind the deliberations of the Commission, their perspectives would serve to better inform the Commission.

This Commission met six times, including four public hearings in different geographical locations, one discussion meeting and a final report approval meeting. The meeting information is referenced in Section D of this report, which also includes a list of the Commission members.

## APPENDIX G

### SCHEDULE OF COMPENSATION

We hope that this report is given appropriate consideration to achieve a fair and equitable compensation for our Missouri leaders, with the expectation that it will encourage and allow even more Missouri citizens to consider a public servant role.

#### E. MEETING INFORMATION AND COMMISSION MEMBERSHIP

The Commission met for public testimony at four different geographical locations as required by the Missouri Constitution, and also a discussion meeting, and a final report approval meeting:

1. November 9, 2016  
10:30 AM  
Harry S Truman Building  
301 West High, Room 510  
Jefferson City, MO
2. November 15, 2016  
1:00 PM  
Wainwright State Office Building  
111 North 7<sup>th</sup> Street, Room 923  
St. Louis, MO
3. November 16, 2016  
11:00 AM  
Fletcher Daniels State Office Building  
615 East 13<sup>th</sup> Street, Room 503  
Kansas City, MO
4. November 16, 2016  
1:00 PM  
Missouri Dept. of Natural Resources  
2040 West Woodland  
Springfield, MO
5. November 22, 2016  
8:00 AM Discussion  
All sites were available
6. November 28, 2016  
10:30 AM Report Approval  
All Sites were available

The members of the 2016 Citizens' Commission on Compensation are:

Charlotte Angotti of Wardell	Justin Klocke of Columbia
Melinda Baker of Wentzville	Jeffrey Lawrence of Moberly
Jeffrey Benbrook of Nevada	Rebekah Lucas of Fulton
Gina Chinkingbeard of Ava	Brian Nichols of O'Fallon
Donna M. Coleman-Woods of Florissant	William Ray Price of St. Louis
Jennifer Feldhaus of Chesterfield	James Smith of Clinton
Beverly Green of Kansas City	Richard Stratman of Washington
Terri Guillott-Botts of Kearney	Helen Washburn of Columbia
Penelope Hartley of Manchester	Andrew Zellers of Kansas City
James Hodge of Springfield	

## APPENDIX G SCHEDULE OF COMPENSATION

G - 103

### F. ADDITIONAL INFORMATION

Attached to this report is the informational report provided to the Commission before it began meeting. This informational report formed a basis for many of the Commission's discussions.

Table 1. Comparison of Missouri Judicial Salaries to All Other States

	Highest Court		Appellate Court		Trial Court	
	Salary	Rank	Salary	Rank	Salary	Rank
Alabama	\$167,685	23	\$178,878	6	\$134,943	37
Alaska	\$205,176	5	\$193,386	4	\$189,720	4
Arizona	\$155,000	34	\$150,000	39	\$145,000	29
Arkansas	\$166,500	25	\$161,500	18	\$160,000	15
California	\$230,750	1	\$216,320	1	\$189,041	5
Colorado	\$173,024	17	\$166,170	14	\$159,220	17
Connecticut	\$185,610	10	\$174,323	11	\$167,634	10
Delaware	\$192,360	9			\$180,733	6
District of Columbia	\$213,300	4			\$201,100	1
Florida	\$162,200	32	\$154,140	25	\$146,080	28
Georgia	\$167,210	24	\$166,186	13	\$156,252	19
Hawaii	\$214,524	3	\$198,624	3	\$193,248	2
Idaho	\$135,000	48	\$130,000	39	\$124,000	47
Illinois	\$220,873	2	\$207,882	2	\$190,258	3
Indiana	\$165,078	27	\$160,468	20	\$137,862	35
Iowa	\$170,544	18	\$154,556	24	\$143,897	30
Kansas	\$135,905	45	\$131,518	37	\$120,037	50
Kentucky	\$135,504	47	\$130,044	38	\$124,620	45
Louisiana	\$164,590	30	\$154,059	26	\$148,108	25
Maine	\$129,626	51			\$121,472	49
Maryland	\$176,433	14	\$163,633	17	\$154,433	20
Massachusetts	\$175,984	15	\$165,087	15	\$159,694	16
Michigan	\$164,610	29	\$151,441	28	\$139,919	32
Minnesota	\$162,600	31	\$153,240	27	\$143,851	31
Mississippi	\$142,320	41	\$134,883	34	\$128,042	40
Missouri	\$170,292	19	\$155,709	23	\$146,803	26
Montana	\$136,177	43			\$126,131	43
Nebraska	\$166,159	26	\$157,851	22	\$153,697	21
Nevada	\$170,000	20	\$165,000	16	\$160,000	14
New Hampshire	\$155,907	33			\$146,236	27
New Jersey	\$185,482	11	\$175,534	10	\$165,000	12
New Mexico	\$131,174	50	\$124,616	40	\$118,384	51
New York	\$192,560	7	\$177,900	7	\$174,000	8
North Carolina	\$139,896	42	\$134,109	35	\$126,875	42
North Dakota	\$152,436	35			\$139,679	34
Ohio	\$148,700	36	\$138,600	32	\$127,450	41
Oklahoma	\$145,914	39	\$138,235	33	\$131,835	38
Oregon	\$135,688	46	\$132,820	36	\$124,468	46
Pennsylvania	\$203,409	6	\$191,926	5	\$176,572	7
Rhode Island	\$175,870	16			\$158,340	18
South Carolina	\$144,111	40	\$140,508	30	\$136,905	36
South Dakota	\$131,713	49			\$123,024	48
Tennessee	\$182,508	12	\$176,436	9	\$170,352	9
Texas	\$168,660	22	\$158,500	21	\$149,000	24
Utah	\$168,150	21	\$160,500	19	\$152,850	22
Vermont	\$147,095	38			\$139,837	33
Virginia	\$192,458	8	\$176,510	8	\$166,136	11
Washington	\$179,432	13	\$170,808	12	\$162,618	13
West Virginia	\$136,000	44			\$126,000	44
Wisconsin	\$147,403	37	\$139,059	31	\$131,187	39
Wyoming	\$165,000	28			\$150,000	23

Source: National Center for State Courts, [www.ncsc.org](http://www.ncsc.org), Survey of Judicial Salaries, Jan. 1, 2016

# APPENDIX G SCHEDULE OF COMPENSATION

Table 2. Judicial Salaries in Missouri Compared with States with +/- 6,000,000 in Population (as of July 1, 2015)

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Maryland - \$195,433	Tennessee - \$187,500	Tennessee - \$176,436	Tennessee - \$170,352
Tennessee - \$187,500	Maryland - \$176,433	Maryland - \$163,633	Maryland - \$154,433
Minnesota - \$178,892	Missouri - \$170,292	Indiana - \$160,468	Missouri - \$146,803*
Mean (excluding MO) - \$173,718	Mean (excluding MO) - \$164,842	Mean (excluding MO) - \$157,139	Mean (excluding MO) - \$146,980
Missouri - \$178,089	Indiana - \$165,078	Missouri - \$155,709	Arizona - \$145,000
Indiana - \$165,078	Minnesota - \$162,630	Minnesota - \$153,240	Minnesota - \$143,851
Arizona - \$160,000	Arizona - \$155,000	Arizona - \$150,000	Indiana - \$137,062
Wisconsin - \$155,403	Wisconsin - \$147,403	Wisconsin - \$139,059	Wisconsin - \$131,187

Source: The Council of State Government, *The Book of States 2016*Source: National Center for State Courts, [www.nssc.org](http://www.nssc.org), *Survey of Judicial Salaries*, Jan. 1, 2016

Table 3. Judicial Salaries in Missouri Compared with States Adjacent to Missouri (as of July 1, 2013)

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Illinois - \$220,873	Illinois - \$220,873	Illinois - \$207,882	Illinois - \$190,758
Tennessee - \$187,500	Tennessee - \$182,508	Tennessee - \$176,436	Tennessee - \$170,352
Iowa - \$178,538	Iowa - \$170,544	Arkansas - \$161,500	Arkansas - \$160,000
Mean (excluding MO) - \$164,283	Mean (excluding MO) - \$158,894	Mean (excluding MO) - \$150,928	Mean (excluding MO) - \$142,872
Missouri - \$178,089	Missouri - \$170,292	Nebraska - \$157,851	Nebraska - \$153,697
Arkansas - \$166,500	Nebraska - \$166,659	Missouri - \$155,709	Missouri - \$146,803*
Nebraska - \$166,159	Arkansas - \$166,500	Iowa - \$154,556	Iowa - \$143,897
Oklahoma - \$147,600	Oklahoma - \$137,655	Oklahoma - \$138,235	Oklahoma - \$138,835
Kentucky - \$140,504	Kansas - \$135,905	Kansas - \$131,518	Kentucky - \$124,620
Kansas - \$139,3105	Kentucky - \$135,504	Kentucky - \$130,044	Kansas - \$120,037

Source: The Council of State Government, *The Book of States 2016*Source: National Center for State Courts, [www.nssc.org](http://www.nssc.org), *Survey of Judicial Salaries*, Jan. 1, 2016



## APPENDIX G SCHEDULE OF COMPENSATION

G - 105

**Table 4. Effect of 2011 Judicial Retirement Changes: A 4-% Pay Decrease**

	Current Pay	4-% Retirement Withholding	Net Pay after Retirement Withholding
Chief Justice	\$178,089	\$7,124	\$170,965
Supreme Court Judge	\$170,292	\$6,812	\$163,480
Court of Appeals Judge	\$155,709	\$6,228	\$149,481
Circuit Judge	\$146,803	\$5,872	\$140,931
Associate Circuit Judge	\$134,332	\$5,373	\$128,959

Source: National Center for State Courts,  
www.ncsc.org, *Survey of Judicial Salaries*, Jan. 1, 2016  
Source: The Council of State Governments,  
www.csg.org, *The Book of States 2016*

**Table 5. Missouri Comparison of Judicial Salaries  
with Private-Practice Attorneys' Median Salaries**

Position	Median
Senior partner	\$200,000
Partner	\$159,000
Chief Justice	\$154,000
Managing partner	\$150,000
Supreme Court Judge	\$147,591
Junior partner	\$135,000
Court of Appeals Judge	\$134,685
Circuit Court Judge	\$127,020
Of Counsel	\$125,000
Associate Circuit Judge	\$116,858
All full-time private practice	\$97,000
Sole practitioner	\$68,000
Other	\$65,000
Associate	\$62,000

Source: *The Missouri Bar Economic Survey-2013*,  
www.mobar.org

## APPENDIX G

### SCHEDULE OF COMPENSATION

Table 6. Top Missouri Law Firms, By Profits per Partner

Firm	Profits per Partner
Baker Sterchi Cowden & Rice	\$1,211,000
Dentons	\$958,000
Shook, Hardy & Bacon	\$830,000
Bryan Cave	\$803,300
Poliselli	\$686,000
Armstrong Teasdale	\$587,300
Husch Blackwell	\$570,200
Lewis Rice & Fingersh	\$555,000
Thompson Coburn	\$549,000
Stinson Leonard Street	\$539,000
Ogletree, Deakins, Nash, Smoak & Stewart	\$530,000
Lathrop & Gage	\$482,000
Carmody MacDonald	\$482,000
Sandberg Phoenix & von Gontard	\$465,700
Greensfelder, Hemker & Gale	\$433,000
Spencer Fane Britt and Browne	\$389,000
Gilmore & Bell	\$367,300
Brown & James	\$360,000
McDowell Rice Smith & Buchanan	\$331,900
Evans & Dixon	\$238,000
Supreme Court Judge	\$147,591

Source: Missouri Lawyers Weekly, molawyersmedia.com, Money 20, 2013 list

Table 7. Median Net Income of Missouri Attorneys, by Age Group

Age In Years	Median Net Income*
36-45	\$75,000
46-55	\$100,000
56-65	\$112,500
66-75	\$100,000

\*The results include full-time and part-time total incomes, from respondents in both the private and public sectors, and income from members who are retired.

Source: *The Missouri Bar Economic Survey-2013*, [www.mobar.org](http://www.mobar.org)

**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

G - 107

Table 8. Public University President and Chancellor Salaries for Fiscal 2016

Institution	Base Salary
University of Missouri system (Chancellor)	\$364,583
University of Missouri- St. Louis (Chancellor)	\$318,250
Missouri State University	\$309,981
Missouri University of Science & Technology (Chancellor)	\$302,083
University of Central Missouri	\$297,550
University of Missouri- Kansas City (Chancellor)	\$296,514
Southeast Missouri State University	\$270,000
Northwest Missouri State University	\$258,315
Truman State University	\$241,500
Missouri Western State University	\$241,126
Lincoln University	\$223,000
Harris-Stowe State University	\$220,996
University of Missouri system (President- interim)	\$211,541
Missouri Southern State University	\$184,217

Source: Missouri Department of Higher Education, [dhe.mo.gov/data](http://dhe.mo.gov/data), 2016 President's & Chancellor's Compensation Survey

## APPENDIX G SCHEDULE OF COMPENSATION

Table 9. Missouri Public School District Superintendent Salaries

	District Name	Salary		District Name	Salary
1	Lee's Summit R-VII	\$294,463	29	Willard R-II	\$192,000
2	Fox C-6	\$267,468	30	Grandview C-4	\$189,488
3	Kirkwood R-VII	\$264,025	31	Ladue	\$184,008
4	Lindbergh Schools	\$259,219	32	Normandy Schools Collaborative	\$184,000
5	Kansas City 33	\$258,625	33	Hickman Mills C-1	\$183,583
6	North Kansas City 74	\$247,508	34	Hancock Place	\$183,000
7	Parkway C-2	\$238,500	35	Ft. Zumwalt R-II	\$182,495
8	Rockwood R-VI	\$235,000	36	Northwest R-I	\$180,369
9	Hazelwood	\$230,308	37	Troy R-III	\$180,285
10	Springfield R-XII	\$230,000	38	Raymore-Peculiar R-II	\$180,250
11	Pattonville R-III	\$226,300	39	Wentzville R-IV	\$180,000
12	St. Louis City	\$225,004	40	Blue Springs R-IV	\$179,000
13	Clayton	\$219,500	41	Orchard Farm R-V	\$178,500
14	Jefferson City	\$218,688	42	Belton 124	\$177,500
15	Spec. Sch. Dist. St. Louis Co.	\$215,000	43	Joplin Schools	\$177,275
16	Francis Howell R-III	\$214,589	44	Branson R-IV	\$175,050
17	Park Hill	\$213,725	45	Warren Co. R-III	\$175,000
18	Independence 30	\$212,500	46	Ferguson-Florissant R-II	\$174,827
19	Valley Park	\$207,823	47	Riverview Gardens	\$173,400
20	Raytown C-2	\$206,000	48	Afton 101	\$171,300
21	University City	\$201,475	49	Maplewood-Richmond Heights	\$169,744
22	Webster Groves	\$200,000	50	Windsor C-1	\$169,110
23	St. Joseph	\$199,800	51	Grain Valley R-V	\$169,065
24	Jennings	\$198,275	52	Nixa Public Schools	\$168,750
25	St. Charles R-VI	\$196,970	53	Nevada R-V	\$168,235
26	Ritenour	\$194,784	54	Kingston K-14	\$167,600
27	Fort Osage R-I	\$194,782	55	North St. Francois Co. R-I	\$166,078
28	Potosi R-III	\$194,655			

Source: Missouri Department of Elementary & Secondary Education, [modes.dese.mo.gov/quickfacts](https://modes.dese.mo.gov/quickfacts), Superintendent Salaries (District) spreadsheet

Table 10. Comparison of Missouri Judicial Salaries with Their Federal Correspondents

	FY16 Missouri	80% of FY16 Federal	FY16 Federal
Chief Justice	\$178,089	\$208,560	\$260,700
Supreme Court	\$170,292	\$199,440	\$249,300
Appellate	\$157,242	\$172,320	\$215,400
Circuit Court/Federal District Court	\$148,263	\$162,480	\$203,100
Associate Circuit/Federal Magistrate	\$136,402	\$148,010	\$185,012

Source: <http://www.uscourts.gov/judges-judgeships/judicial-compensation> 2016

## APPENDIX G SCHEDULE OF COMPENSATION

G - 109

**Table 11. Statewide Elected Officials and Legislature Salaries in Missouri Compared with Highest, Lowest, and Adjacent States to Missouri ( 2016)**

Governor	Lieutenant Governor	Secretary of State	State Auditor	State Treasurer	Attorney General	State Legislator
Pennsylvania (highest) \$190,823	Pennsylvania (highest) \$168,289	Tennessee (highest) \$190,260	Tennessee (highest) \$190,260	Tennessee (highest) \$190,260	Tennessee (highest) \$182,508	California (highest) \$169,113
Tennessee \$187,500	Tennessee \$62,662	Tennessee \$190,260	Tennessee \$190,260	Tennessee \$190,260	Tennessee \$182,508	Tennessee \$20,884
Illinois \$177,412	Illinois \$135,669	Illinois \$156,541	Illinois \$157,512	Illinois \$135,669	Illinois \$156,541	Illinois \$67,836
Oklahoma \$147,000	Oklahoma \$114,713	Oklahoma \$149,000	Oklahoma \$114,713	Oklahoma \$114,713	Oklahoma \$132,825	Oklahoma \$38,400
Kentucky \$140,070	Kentucky \$119,080	Kentucky \$119,080	Kentucky \$119,080	Kentucky \$119,080	Kentucky \$119,080	Kentucky \$18,634
Missouri \$133,821	Missouri \$86,484	Missouri \$107,746	Missouri \$107,746	Missouri \$107,746	Missouri \$116,437	Missouri \$35,915
Iowa \$130,000	Iowa \$103,212	Iowa \$103,212	Iowa \$103,212	Iowa \$103,212	Iowa \$123,669	Iowa \$25,000
Nebraska \$105,000	Nebraska \$75,000	Nebraska \$85,000	Nebraska \$85,000	Nebraska \$85,000	Nebraska \$95,000	Nebraska \$12,000
Kansas \$99,636	Kansas \$54,000	Kansas \$86,003	Kansas N.A.	Kansas \$86,003	Kansas \$98,901	Kansas \$10,639
Arkansas \$141,000	Arkansas \$42,315	Arkansas \$90,000	Arkansas \$85,000	Arkansas \$85,000	Arkansas \$130,000	Arkansas \$39,400
Maine (lowest) \$70,000	Texas (lowest) \$9,612	Colorado (lowest) \$68,500	Indiana (lowest) \$78,584	Colorado (lowest) \$68,500	Colorado (lowest) \$80,000	South Dakota (lowest) \$6,000

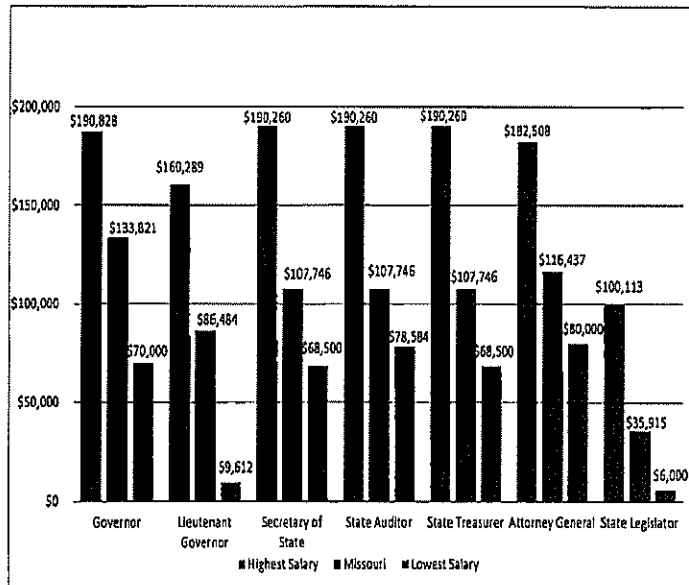
N.A. - Not available.

Source: The Council of State Governments, [www.csg.org](http://www.csg.org), *The Book of States 2016*

# APPENDIX G SCHEDULE OF COMPENSATION

Elected Official	Highest Salary	Missouri	Lowest Salary
Governor	\$190,828	\$133,821	\$70,000
Lieutenant Governor	\$160,289	\$86,484	\$9,612
Secretary of State	\$190,260	\$107,746	\$68,500
State Auditor	\$190,260	\$107,746	\$78,584
State Treasurer	\$190,260	\$107,746	\$68,500
Attorney General	\$182,508	\$116,437	\$80,000
State Legislator	\$100,113	\$35,915	\$6,000

Source: The Council of State Governments, *The Book of States 2016*



## APPENDIX G

### SCHEDULE OF COMPENSATION

G - 111

Table 12. Annual Estimates of the Population for the States: July 1, 2015

Source: National Center for State Courts, <a href="http://www.ncsc.org">www.ncsc.org</a> , <i>Survey of Judicial Salaries</i> , Jan. 1, 2015; Source: The Council of State Government, <i>The Book of States 2016</i>					
STATE	2015 Pop. Estimates	Chief Judge	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Alabama	4,858,979	\$180,005	\$180,005	\$178,878	\$134,943
Alaska	738,432	\$205,176	\$200,172	\$193,386	\$189,720
Arizona	6,828,065	\$160,000	\$155,000	\$150,000	\$145,000
Arkansas	2,978,204	\$166,500	\$166,500	\$161,500	\$160,000
California	39,144,818	\$241,978	\$230,750	\$216,330	\$189,041
Colorado	5,456,574	\$176,799	\$173,024	\$166,170	\$159,320
Connecticut	3,590,886	\$200,599	\$185,610	\$174,323	\$167,634
Delaware	945,934	\$201,131	\$192,360		\$180,733
District of Columbia	672,228		\$213,300		\$201,100
Florida	20,271,272	\$162,200	\$162,200	\$154,140	\$146,080
Georgia	10,214,860	\$167,210	\$167,210	\$166,186	\$156,252
Hawaii	1,431,603	\$222,480	\$214,524	\$198,624	\$193,248
Idaho	1,654,930	\$137,000	\$135,000	\$130,000	\$124,000
Illinois	12,839,995	\$220,873	\$220,873	\$207,882	\$190,758
Indiana	6,619,680	\$165,078	\$165,078	\$160,468	\$137,062
Iowa	3,123,899	\$178,538	\$170,544	\$154,556	\$143,897
Kansas	2,911,641	\$139,310	\$135,905	\$131,518	\$120,037
Kentucky	4,425,092	\$140,504	\$135,504	\$130,044	\$124,620
Louisiana	4,670,724	\$172,819	\$164,590	\$154,059	\$148,108
Maine	1,329,328	\$149,864	\$129,625		\$121,472
Maryland	6,006,401	\$195,433	\$176,433	\$163,633	\$154,433
Massachusetts	6,794,422	\$181,239	\$175,984	\$165,087	\$159,694
Michigan	9,922,576	\$164,610	\$164,610	\$151,441	\$139,919
Minnesota	5,489,594	\$178,892	\$162,630	\$153,240	\$143,851
Mississippi	2,992,333	\$148,097	\$142,320	\$134,883	\$128,042
Missouri	6,083,672	\$178,089	\$170,292	\$155,709	\$146,803
Montana	1,032,949	\$137,571	\$136,177		\$126,131
Nebraska	1,896,190	\$166,159	\$166,159	\$157,851	\$153,697
Nevada	2,890,845	\$170,000	\$170,000	\$165,000	\$160,000
New Hampshire	1,330,608	\$160,746	\$155,907		\$146,236
New Jersey	8,958,013	\$192,795	\$185,482	\$175,534	\$165,000
New Mexico	2,085,109	\$131,174	\$131,174	\$124,616	\$118,384
New York	19,795,791	\$198,600	\$192,500	\$177,900	\$174,000
North Carolina	10,042,802	\$143,623	\$139,896	\$134,109	\$126,875
North Dakota	756,927	\$156,813	\$152,436		\$139,679
Ohio	11,613,423	\$150,850	\$141,600	\$138,600	\$127,450

# APPENDIX G SCHEDULE OF COMPENSATION

Oklahoma	3,911,338	\$147,000	\$137,655	\$138,235	\$131,835
Oregon	4,028,977	\$138,556	\$135,688	\$132,820	\$124,468
Pennsylvania	12,802,503	\$209,329	\$203,409	\$191,926	\$176,572
Rhode Island	1,056,298	\$189,665	\$172,422		\$158,340
South Carolina	4,896,146	\$151,317	\$144,111	\$140,508	\$136,905
South Dakota	858,469	\$133,713	\$131,713		\$123,024
Tennessee	6,600,299	\$187,500	\$182,508	\$176,436	\$170,352
Texas	27,469,114	\$170,500	\$168,000	\$158,500	\$149,000
Utah	2,995,919	\$170,150	\$168,150	\$160,500	\$152,850
Vermont	626,042	\$154,124	\$147,095		\$139,837
Virginia	8,382,993	\$200,552	\$188,949	\$176,510	\$166,136
Washington	7,170,351	\$172,531	\$172,531	\$170,808	\$162,618
West Virginia	1,844,128	\$136,000	\$136,000		\$126,000
Wisconsin	5,771,337	\$155,403	\$147,403	\$139,059	\$131,187
Wyoming	586,107	\$165,000	\$165,000		\$150,000

Suggested Citation:

Estimates of the Total Resident Population and Resident Population Age 18 Years and Older for the United States, States, and Puerto Rico: July 1, 2015 (SCPRC-EST2015-18+POP-RES)

Source: U.S. Census Bureau, Population Division

Release Date: December 2015



**APPENDIX G**  
**SCHEDULE OF COMPENSATION**

G - 113

F. PAST COMPENSATION PLANS

Commission Meeting Year	Commission Recommendation	General Assembly Action	Statewide Salary Adjustments for State Workers
1996	<p>For fiscal 1998, set judicial salaries at:</p> <ul style="list-style-type: none"> <li>• Chief Justice \$122,500</li> <li>• Supreme Court Judge \$120,000</li> <li>• Court of Appeals Judge \$112,000</li> <li>• Circuit Judge \$105,000</li> <li>• Associate Circuit Judge \$99,000</li> </ul> <p>For fiscal 1999, recommend judges receive a statewide salary adjustment as appropriated by the legislature and approved by the Governor.</p>	<p>The General Assembly disapproved the report (SCR 3 passed; HCR 3 failed) but, through the appropriations process, granted statewide salary adjustments of 2.9 % for fiscal 1998 and about 5.1 % for fiscal 1999.</p>	<p>For fiscal 1998, granted 1 % plus a one or two step increase; for fiscal 1999, granted 1 % plus a one or two step increase.</p>
1998	<p>For fiscal 2000, set judicial salaries at:</p> <ul style="list-style-type: none"> <li>• Chief Justice \$122,500</li> <li>• Supreme Court Judge \$120,000</li> <li>• Court of Appeals Judge \$112,000</li> <li>• Circuit Judge \$105,000</li> <li>• Associate Circuit Judge \$93,000</li> </ul> <p>For fiscal 2001, set judicial salaries at:</p> <ul style="list-style-type: none"> <li>• Chief Justice \$128,500</li> <li>• Supreme Court Judge \$126,000</li> <li>• Court of Appeals Judge \$118,000</li> <li>• Circuit Judge \$111,000</li> <li>• Associate Circuit Judge \$99,000</li> </ul>	<p>The General Assembly did not disapprove the report (both HCR 6 and SCR 9 failed), which became effective July 1, 1999.</p> <p>The General Assembly appropriated the salaries as recommended for fiscal year 2000, but the Governor vetoed the appropriation.</p> <p>For fiscal 2001, the legislature appropriated salaries at:</p> <ul style="list-style-type: none"> <li>• Chief Justice \$125,500</li> <li>• Supreme Court Judge \$123,000</li> <li>• Court of Appeals Judge \$115,000</li> <li>• Circuit Judge \$108,000</li> <li>• Associate Circuit Judge \$96,000</li> </ul>	<p>For fiscal 2000, granted a 1 % plus a one or two step increase; for fiscal 2001, granted \$600 plus a one step increase effective July 1, 2000, plus another \$420 effective January 1, 2001.</p>
2000	<p>For fiscal 2002 and again in fiscal 2003 each judge to receive a 5.5 % increase in base salary. For fiscal 2002 only, associate circuit judges to receive an additional \$1,000.</p>	<p>The General Assembly disapproved the report (SCR 2 passed; HCR 7 and 8 failed) and did not appropriate a statewide salary adjustment</p>	<p>The previous \$420 statewide salary adjustment continued for the remainder of fiscal 2002; no statewide salary adjustment was granted for fiscal 2003</p>
2002	<p>For fiscal 2004 and again in fiscal 2005, each judge to receive a \$6,000 increase in base salary.</p>	<p>The General Assembly disapproved the report (SCR 1 passed; HCR 4 failed) and did not appropriate a statewide salary adjustment</p>	<p>For fiscal 2004, granted \$50 to only those earning less than \$40,000 annually; fiscal 2005, granted \$1,200 statewide salary adjustment for all employees</p>
2004	<p>No Commission members were appointed, so there was no commission</p>	<p>Because there was no commission, there was no report. No statewide salary adjustment was appropriated separately.</p>	<p>For fiscal 2006 no statewide salary adjustment granted; for fiscal 2007, granted 4 % statewide salary adjustment for all employees</p>

# APPENDIX G SCHEDULE OF COMPENSATION

2006	<p>For FY08 each judge to receive an increase of \$1200.00 plus 4 % (the same amounts received as statewide salary adjustment by average state workers since 2000). Associate circuit judges to receive an additional \$2,000.00. Each judge also to receive any recommended statewide salary adjustment for average state workers for fiscal 2008.</p> <p>For fiscal 2009, each judge to receive any statewide salary adjustment recommended for average state workers for fiscal 2009.</p>	<p>The General Assembly did not disapprove the report (both HCR3 and SCR 4 failed) which became effective July 1, 2007. All increases, including the statewide salary adjustment for each fiscal year were appropriated as recommended.</p>	<p>For fiscal 2008 granted 3 % statewide salary adjustment for all employees; for fiscal 2009 granted 3 % statewide salary adjustment for all employees</p>
2008	<p>Each judge to receive any statewide salary adjustment increase recommended for the average state worker. Associate circuit judges to receive a \$1,500 increase in FY09 and again in FY10</p>	<p>The General Assembly disapproved the report (HCR5 passed/SCR 6 failed) and did not appropriate the statewide salary adjustment s</p>	<p>For fiscal year 2010 and 2011 a statewide salary adjustment was not appropriated for employees</p>
2010	<p>For FY13 judicial salaries set at:</p> <ul style="list-style-type: none"> <li>Chief Justice \$154,215</li> <li>Supreme Court Judges \$147,591</li> <li>Court of Appeals \$134,685</li> <li>Circuit Judges \$127,020</li> <li>Associate Circuit Judges \$116,858.40</li> </ul> <p>Missouri judge salaries are indexed to their federal counterparts</p>	<p>The General Assembly did not disapprove the report and therefore increases for FY13 and FY15 were appropriated as approved.</p>	<p>Fiscal 2012 a statewide salary adjustment was not appropriated for employees; fiscal 2013 a statewide salary adjustment on January 1, 2014 for \$500 was appropriated for all employees.</p>
2012	<p>No Commission members were appointed, therefore no commission report.</p> <p>For FY15 judicial salaries set at:</p> <ul style="list-style-type: none"> <li>Chief Justice \$176,295</li> <li>Supreme Court Judges \$168,636</li> <li>Court of Appeals \$154,176</li> <li>Circuit Judges \$145,343</li> <li>Associate Circuit Judges \$133,716</li> </ul>	<p>There was no commission; therefore no report. No statewide salary adjustment was appropriated separately.</p>	<p>Fiscal year 2014 a statewide salary adjustment was appropriated for January 1, 2014 of \$500 per year for all employees; fiscal 2015 a statewide salary adjustment was appropriated for January 1, 2015 for 1% for all employees.</p>
2014	<p>For FY16 judicial salaries set at:</p> <ul style="list-style-type: none"> <li>Chief Justice \$178,089</li> <li>Supreme Court Judges \$170,292</li> <li>Court of Appeals \$155,709</li> <li>Circuit Judges \$146,803</li> <li>Associate Circuit Judges \$135,059</li> </ul> <p>For FY17 judicial salaries indexed to the Federal Level Salary percentage below:</p> <ul style="list-style-type: none"> <li>Chief Justice 69%</li> <li>Supreme Court Judges 69%</li> <li>Court of Appeals 73%</li> <li>Circuit Judges 73%</li> <li>Associate Circuit Judges 73%</li> </ul> <p>100% of standard federal per diem est. by IRS 100% of standard mileage rate est. by IRS</p>	<p>The General Assembly disapproved the report (SCR 6; HCR 3 &amp; 4) and did not appropriate any statewide salary adjustment</p>	<p>Fiscal year 2016 funding was not appropriated for a statewide salary adjustment; fiscal year 2017 funding was appropriated for a statewide salary adjustment beginning July 1, 2016 of 2% for all employees.</p>